

AFSCME
(Highway, Parks & EPD)

2015-2016

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PREAMBLE

The purpose and intent of the City of Manchester and the Union entering into this Agreement is to promote orderly and peaceful relations between the City and the organized employees in the Bargaining Units included in the following Agreement and to provide on behalf of the citizens of Manchester approved services in an effective and efficient manner.

ARTICLE 1 **RECOGNITION**

1.1 The City of Manchester, NH hereby recognizes Local#298, AFSCME, as the exclusive representative of the bargaining units contained herein for the purpose of collective bargaining with respect to rates of pay, wages, hours and other conditions of employment, other than those managerial policies referred to in RSA-273-A:1, XI, which are the exclusive prerogative of management.

Full-time, non-probationary employees in the following classifications are members of the respective bargaining units.

A. PUBLIC WORKS DEPARTMENT

1.2 HIGHWAY DIVISION

Accountant I, Accounting Specialist II, Boiler Plant Operator, Customer Service Representative I and II, Dispatcher, Drop Off Facility Worker, Drop Off Facility Supervisor, Engineering Technician I and II, Equipment Operator II, III, IV and V, Graffiti/Maintenance Worker, Highway Supervisor I, II and III, Laborer, Maintenance Mechanic, Public Services Worker I, II and III, Public Works Facilities Supervisor, Reconstruction Coordinator, Refuse Collector, Refuse Truck Driver, Scale Operator, Solid Waste Compliance Officer, Survey Instrument Person, Survey Party Chief, Survey Rod Person, Timekeeper, Utility Inspector I and II, WWTP Inspector Purchasing Assistant, Accounting Technician, Administrative Assistant I and II, Traffic Maintenance Supervisor, Traffic Maintenance Worker I and II, Traffic Sign Painter, Traffic Signals Supervisor, Traffic Signals Technician.

1.3 ENVIRONMENTAL PROTECTION DIVISION

Accounting Technician, custodian, Customer Service Rep II, Electrician II, Laboratory Technician II, Laborer, WWTP Mechanic, WWTP Operator, WWTP Pre-Treatment Inspector, WWTP Shift Supervisor.

1.4 PARKS, RECREATION AND CEMETERY DIVISION

Arborist, Carpenter, Equipment Mechanic I and II, Equipment Operator IV, Horticultural Supervisor, Irrigation Technician, Recreation Facilities Maintenance Worker, Recreation Maintenance Supervisor I, Recreation Maintenance Worker I, Ski/Aquatics Maintenance Worker Golf Course Maintenance Worker, Customer Service Representative II.

ARTICLE 2
NON-DISCRIMINATION

2.1 NON-DISCRIMINATION BY THE CITY

The City and the Departments covered by this Agreement agree not to discriminate against employees covered by this Agreement on account of membership in the Union.

2.2 NON-DISCRIMINATION BY THE UNION

The Union Officers and members agree not to discriminate in any way against employees who are not members of the Union, or to bar employees from joining or remaining in the Union, except for non-payment of dues.

2.3 The City, the Departments covered by this Agreement and the Union agree not to discriminate in any way against employees covered by this Agreement on account of religion, race, creed, color, national origin, sex, age or physical handicap, except where age or physical condition are bona fide qualifications for employment.

ARTICLE 3
MAINTENANCE OF MEMBERSHIP

3.1 Each member of the bargaining unit who, on the effective date of the execution this Agreement, is a member of the Union, and each employee who becomes a member of the bargaining unit and the Union after that date shall continue his/her membership in the Union during the duration of this Agreement; provided, however, that an employee may at his/her discretion and in writing, withdraw his/her membership from the Union anytime within twenty (20) calendar days prior to the anniversary date of execution thereafter.

3.2 Members of the bargaining unit who are not members of the Union shall be required to pay agency fees, in lieu of union dues, to the Union.

3.3 Should there be a dispute between an employee and the Union over the matter of an employee's Union membership, or agency fees, the Union agrees to hold the City harmless in any such dispute.

3.4 The Union shall post notices on departmental bulletin boards thirty (30) calendar days prior to the anniversary date of contract execution.

ARTICLE 4
DUES DEDUCTION

4.1 The City agrees to authorize the deduction of Local 298 dues from each employee who has signed an authorization and send said dues along with a statement indicating who has paid dues to: The Treasurer of Local 298, AFSCME.

4.2 The Union will keep the City informed of the correct name and address of the Treasurer of Local 298, AFSCME.

4.3 This deduction of dues shall be made on a weekly basis and shall be sent monthly to the Treasurer of Local 298, AFSCME.

4.4 If any employee has no check coming to him/her, or if his/her check is not large enough to satisfy the dues then no deduction will be made from that employee. In no case will the City attempt to collect fines or assessments for the Union beyond the regular dues.

4.5 The City will notify the Treasurer of Local 298, AFSCME, in writing within two (2) working days of the cancellation of dues deduction by an employee who had previously signed an authorization for said deduction.

ARTICLE 5 **SENIORITY**

5.1 There shall be two types of seniority:

- (a) Department Seniority
- (b) Classification Seniority

Department Seniority shall relate to the time an employee has been continuously employed by the Department.

Classification Seniority shall relate to the length of time an employee has been employed in a particular grade classification.

5.2 Department Seniority shall prevail in matters concerning layoffs and rehiring. Qualified and available permanent employees shall be reinstated before new employees are hired.

5.3 Department Seniority shall be the type considered in matters concerning "promotions" and "transfers" as set forth in Article VI of this Agreement.

5.4 No employee shall have the right to replace another employee in any classification by virtue of Department Seniority alone, except that, in the event of a permanent lack of work in any classification, those employees concerned in that classification shall be assigned to the same or next lower classification for which they are qualified and for which they have Department Seniority. Where applicable, such employees shall retain their same rate of pay for a period of 12 months from the date of such reduction in classification and pay grade. After 12 months the employees will be reduced to the proper pay step in the lower pay grade.

Displaced employees in those lower classifications shall have the same rights of reassignment as referred to in this Section 5.4.

5.5 Upon receiving a promotion an employee's name shall be entered at the bottom of that particular classification seniority list to which he/she has been promoted, regardless of his/her Department seniority, and he/she shall be considered to be the junior or youngest employee in that classification regardless of the Department seniority of other employees already in that job, until such time as other promotions are made into this classification. New promotions shall be entered at the bottom of that particular classification seniority list concerned.

ARTICLE 5 - SENIORITY (continued)

5.6 Until an employee has served the initial probationary period, it shall be deemed that he/she has no seniority status, and he/she may be discharged or laid off with or without cause, and such discharge or layoff shall not be subject to the grievance procedure.

5.7 Upon appointment to a regular full time position, the first six months of service in the position shall be considered the initial probationary period.

In the event an employee is not meeting the work standard, the probationary period may be extended up to an additional six months not to exceed a total of 12 months' probation.

In the event an employee does not meet the work standard at the conclusion of the first six months or at the conclusion of the extended probationary period, he or she shall be separated from service except in the case of a promotional probationary period, all efforts will be made to return said employee to his or her former position if such position is available.

5.8 An employee shall not forfeit seniority during absences caused by:

- (a) Illness resulting in total temporary disability due to his/her regular work with the Department involved, certified to by an affidavit from Workmen's Compensation Carrier.
- (b) Illness not the result of his/her misconduct, resulting in total temporary disability, certified to by a physician's affidavit every three months.
- (c) Maternity /FMLA Approved Paternity Leave will not affect the seniority of an employee.

5.9 An employee shall lose his/her seniority for, but not limited to the following reasons:

- (a) If an employee is discharged and if such discharge is not overruled by an appropriate authority.
- (b) If he/she resigns.

5.10 The employees' present classification seniority as of the effective date of this contract, shall be the only type of seniority considered for the purpose of establishing

the classification seniority system called for in this Article. This classification seniority must have been continuous in nature to merit consideration under this section.

5.11 The preparation and maintenance of the Department and Classification Seniority Rosters shall be the responsibility of the City, approved by the Union, and is to be a part of this Agreement. The Department and Classification Seniority lists are to be drawn up and posted once a year in January.

ARTICLE 6

PROMOTIONS AND TRANSFERS

6.1 The Departments reserve and shall have the right to make promotions and transfers primarily on the basis of qualifications, ability and performance of duty, but shall be governed by departmental seniority where equal qualifications, ability and performance of duty, as determined by the Department, have been demonstrated.

When a position becomes vacant as the result of a promotion or retirement, the Department, within thirty (30) days shall notify the Union in writing of its intentions regarding the filling of the vacancy. This notification shall be advisory only and shall not be subject to the grievance and arbitration provisions of this Agreement.

6.2 Jobs to be filled through promotion shall be posted on the department bulletin boards in which the vacancy occurs for a period of five (5) working days.

Management shall make a determination of the filling of such posted position no later than 30 working days after the close of the posting period.

6.3 After an award is made of a promotion the name of the person promoted shall be posted for five (5) working days following said award. Employees may file a grievance within eight (8) working days of the date posted, in accordance with the grievance procedure.

6.4 Vacancies in management positions which are excluded from the bargaining units shall be posted on the departmental bulletin boards, provided, however, that appointment to these positions shall not be subject to the grievance procedure of this contract.

6.5 Wherever possible, promotions shall be made from the ranks of regular employees who are employed by the department in which the vacancy occurs.

6.6 Employees in the Department where the vacancy occurs who are absent during the entire posting period shall be automatically placed on the list for consideration for the position(s); provided, however, that such employees may, at his/her discretion, have his/her name removed from the list within five (5) work days of returning to work.

6.7 When a question as to the proper person having been chosen to fill any job arises and it cannot be resolved it will be settled by using the grievance procedure in Article 30.

ARTICLE 6 - PROMOTIONS AND TRANSFERS (continued)

6.8 Job posting shall include job specifications, rate of pay, job location, the shift and also if the job is permanent with a permanent rating.

6.9 The above procedures shall be followed in all promotions, vacancies and transfers whether temporary or permanent.

6.10 If qualified candidates are not available or have not responded to the posting within a department where a vacancy occurs the job will then be posted throughout the City Departments. Preference will be given to City employees who meet the qualification, ability and performance of duty standards before seeking applicants outside the City service. Candidates from departments other than the department in which the vacancy occurs shall be notified by the department of the status of his/her application and the reason(s) for not being selected for the position. A candidate for positions in departments other than the department in which he/she is employed shall not have the right to file a grievance if not selected for such position(s).

6.11 An employee who meets the minimum qualifications and is promoted to a higher level position shall be placed in a probationary status for six (6) months in the higher position. The employee shall periodically be evaluated to determine if he/she is performing the job in a satisfactory manner. In the event an employee is not meeting the work standard the probationary period may be extended up to an additional six (6) months not to exceed a total of 12 months' probation. If an employee is not able to satisfactorily perform the higher level duties then he/she shall be reduced in status to the same classification pay grade and pay step as he/she had obtained prior to promotion.

6.12 LATERAL TRANSFERS:

An employee who has been promoted or transferred shall only be eligible for additional lateral transfers within the same pay grade after one (1) year on the job, unless the financial rewards are greater, or at the discretion of the Department Head, if he/she seeks such a lateral transfer within a shorter time period.

ARTICLE 7
WAGE RATES

7.1 Effective July 1, 2015, the salary schedule shall be increased by zero (0%).

7.2 Not Used

7.3 Not Used

7.4 Employees will receive a step increase on their anniversary date of current position. This step increase will be subject to a satisfactory performance evaluation. An incomplete evaluation will be considered a satisfactory performance evaluation. This process may be changed at any time by mutual agreement. Evaluation step increases will stop when an employee reaches Step 13 on the included pay matrix.

7.5 Employee appeals on their annual performance evaluation will be according to the process mutually agreed to by the Union and the City. See Appendix A, attached.

7.6 The longevity waiting periods for employees shall be 5-10-15-20-25-30-35-40 and 45 years of service. An increase of three-percent (3%) will take effect on the employee's anniversary date of employment.

7.7 Employees being promoted from one grade to a higher grade shall be placed on the lowest step of the new grade, which will provide for a minimum of a ten-percent (10%) increase in salary.

7.8 Employees who have attained and, if applicable, maintained the requirements for the achievement grade (A-Step) associated with their positions will be placed on the corresponding step on the achievement grade in accordance with the following mutually agreed provisions as detailed on attached Appendix B to this agreement.

ARTICLE 8

HOURS OF WORK AND OVERTIME

8.1 The normal work week shall consist of any work performed up to forty (40) hours per week Monday through Friday at straight time pay. The normal work day shall consist of any work performed up to eight(8) hours in any one day.

8.2 All times worked in excess of the normal work day and all time worked in excess of the normal work week shall be paid at the rate of time and one-half. Paid holidays and paid vacation occurring during the work weeks shall be counted as hours worked for purpose of determining the forty (40) straight time hours.(Exceptions to the above, noted in Article 11, Special Emergency Rates.)

Employees working at overtime rates prior to 12:30 a.m. for snow removal operations will continue to receive the overtime rate if they continue to work after the start of the next regular work day; provided, however, no employees will be permitted to use sick leave during snow removal operations, except in cases of bona fide health emergencies.

8.3 Any person who has left their place of employment and is recalled to work prior to the next normal shift will be paid for a minimum of three (3) hours at the rate of time and one- half; provided, further, that an employee who is called back for overtime or emergency work and who completes the required task and returns to his/her residence within the three (3) hour minimum guarantee may be called back for additional emergency or overtime without an additional three (3) hours minimum work guarantee. It is the purpose and intent of this section to assure an employee of at least three (3) hours of pay at overtime rates for the inconvenience of being called back to work between the normal shifts, but not to be separately paid for several callbacks within the three (3) hour minimum guarantee period.

Any employee who is called in one hour or less prior to the start of his/her normal shift shall receive such time at the overtime rate, but is excluded from the three (3) hour minimum guarantee outlined in the previous subsection of this section.

Departments may schedule employees to start their next day's shift at a time earlier than the regular time without extra compensation under the callback provision of this section, provided such change in schedule is made prior to the completion of the shift the preceding day.

8.4 The workday or workweek will not be interrupted to avoid the payment of overtime.

ARTICLE 8 - HOURS OF WORK AND OVERTIME (continued)

8.5 Overtime work which is scheduled in advance or which requires employees to be called in for unscheduled work shall be assigned first on a rotating basis among all qualified employees who normally perform the work by classification within the division. If the overtime situation requires additional employees to be assigned then such assignments shall be made among qualified employees on the basis of departmental seniority.

The Highway Division reserves the right to hold heavy equipment operators, i.e., loader operators, grader operators, shovel operators, or foremen assigned to said equipment in reserve for snow plowing operations. When the heavy equipment operators, listed above, are called in for snow plowing operations, they will continue to be paid at time and one-half after the start of the next regular work day.

In the event an employee is inadvertently passed over for an overtime opportunity, that employee will be offered the next replacement overtime opportunity, off the same list.

8.6 No temporary employees shall be assigned to overtime work until all regular employees shall have had the opportunity for such assignment except during holiday weeks, Monday through Friday.

8.7 Overtime for employees in the Parks & Recreation Division shall be by an approved work scheduled for the JFK Coliseum and the West Side Arena and shall be rotated among all employees by job classifications. If insufficient coverage is volunteered then it should be offered to all trained employees and then to the Maintenance Supervisor.

Employees shall have first right to overtime work by classification. If insufficient coverage is volunteered then Foremen shall be offered the overtime work before it is assigned to the classifications.

If for any reason the department is unable to staff these above-mentioned locations, the employee with the least classification seniority must make himself/herself available for such overtime work. If the employee with the least seniority is unavailable for a legitimate reason, then the overtime will be assigned to the employee with the next lowest classification seniority. In other words, overtime will be assigned to employees in the reverse order of classification seniority (least to most). This section is to allow the Parks & Recreation Division to maintain adequate personnel at the above-mentioned locations.

8.8 The schedules in the Wastewater Treatment Plant and the Highway Dispatchers shall constitute an exception to the provisions of Section 8.1 and shall be considered as regular hours of work at straight time pay.

ARTICLE 9

PLUS RATES

Effective upon the date of ratification of this agreement hourly paid employees in the bargaining units will be compensated on a Plus Rate basis of one pay step (no less than 5% to the nearest whole cent) above his/her present rate or the entrance rate, whichever is higher, for working in higher level classifications for each completed hour of work in such higher level assignment .

9.1 Effective upon the date of ratification of this agreement, salaried employees in the bargaining units will be compensated on a Plus Rate as stated above for each completed work day of assignment in higher level classifications.

9.2 An employee may be temporarily assigned for a period not to exceed thirty (30) consecutive calendar days to the work of any position of the same or lower grade without a change in rate of pay.

9.3 In those cases when an hourly rated employee is assigned to temporarily serve in a higher level salaried position, such as a Superintendent's position in the Highway Division, then such hourly rated employees shall be granted a plus rate in accordance with this section if the assignment is for one full work day or longer.

9.5 Assignments to higher paying job classifications, temporary or otherwise, shall be made in accordance with the provisions of Article 6, Section 1, of this Agreement.

9.4 All new positions, promotions or transfers contemplated beyond a period of thirty (30) days shall be posted on the department bulletin boards for at least five (5) working days and any interested employee shall have the opportunity to apply for such positions, promotions or transfers.

ARTICLE 10
EMERGENCY WORK

10.1 It shall be the duty of all able bodied employees to make themselves available during the course of emergency situations. Deliberate refusal to work during such situations without adequate justification may result in disciplinary action.

10.2 When an employee responds to an emergency work situation and due to hours worked and/or physical exhaustion, is relieved from working the normal work schedule, and such employee is required to work on a Saturday then such Saturday work shall be paid at the overtime rate.

10.3 If an employee is called back from vacation due to an emergency situation then all hours of work shall be paid at the time and one-half rate of pay until the employee returns to his/her regular work schedule.

ARTICLE 11
SPECIAL EMERGENCY RATES

11.1 Employees required to operate snow removal vehicles equipped with wing plows and/or vehicles equipped with salt/sand spreaders, during snow plowing and snow removal operations only, shall be paid an additional seventy-five cents (\$.75) per hour over and above their current hourly rate while operating said equipment.

11.2 Employees in said bargaining units shall be paid double time for all work performed in excess of sixteen (16) consecutive hours as the result of snow or other emergencies as determined by the departments involved.

11.3 When an employee is relieved from duty during emergencies prior to the completion of his/her regular work shift, either at the request of the supervisor, or at the request of the employee, with the approval of the proper authority because of long hours of work and/or exhaustion as the result of said emergency, and said employee is required to return to work prior to the start of his/her regular work shift, he/she shall be paid at his/her overtime rate for such hours of work performed prior to the start of said employee's next regular shift.

ARTICLE 12
STANDBY TIME COMPENSATION

12.1 Stand-By-Status will be given to all Equipment Operator II Truck Drivers, Laborers (10) Equipment Operator ID Loader (1), and Equipment Mechanic (5) Inventory Specialist (1) Equipment Service Technician I (1) Equipment Service Technician II (1) from 12:01 am on Saturday until Sunday 11:59 pm from the first weekend in December through the last weekend in March by seniority on a rotating basis. The Union agrees that in no way does it affect the responsibility for all employees to make themselves available for emergency work as determined by the department head

For the purpose of this Article a standby day shall mean Monday through Friday (16 hours per day) and Saturday and Sunday (24 hours per day).

Effective the date of ratification, the standby duty rate shall be \$25.00 per day for Monday through Friday and \$30.00 per day for Saturday, Sunday and Holidays.

12.2 There shall be no reduction of the standby rate as defined in the preceding section in the event an employee on standby is called in and reports to work.

12.3 Foremen who are assigned to standby duty and who are called in and report to work may perform any duties and/or operate any equipment they are qualified to operate, provided that such equipment is not normally operated by an employee in a classification with a higher pay grade.

ARTICLE 13
NIGHT SHIFT DIFFERENTIAL

13.1 Any permanent full-time employee covered by this Agreement who is assigned to a permanent second or third shift or on periodic rotating basis to the second shift shall be paid an additional ten percent (10% of their hourly rate) in addition to the regular rate of pay/for such assignment.

Such premium shall apply when half or more of the shift is scheduled after 6:00 PM and before 8:00 AM and shall be paid for all hours worked on such shift.

13.2 Night shift payments shall not be pyramided, compounded or paid at an overtime rate, but shall be based on the flat cents per hour as provided in Sections 13.1, 13.2 and 13.3.

13.3 An employee shall be paid a night shift differential only while the employee is actually working on such a shift or is on authorized vacation or sick leave with pay, provided that he/she is so assigned both immediately before and after such leave; provided, however, that such premium pay shall not continue for more than thirty (30) days while on paid sick leave.

ARTICLE 14 **HOLIDAYS**

14.1 All employees, except temporaries, school-term employees and those who work less than one-half time, shall be paid for the following named holidays and any other day proclaimed as a holiday by the Board of Mayor and Aldermen. Should a holiday fall on a Sunday and be celebrated on a Monday, all regular employees shall be paid for this day. Should a holiday fall on a Saturday, the preceding Friday shall be considered the holiday.

New Year's Day	Independence Day
Washington's Birthday	Labor Day
Civil Rights Day*	Columbus Day
Memorial Day	Election Day
Veteran's Day	Thanksgiving Day
Christmas Day	

* Civil Rights Day shall be celebrated as a floating holiday, subject to the same scheduling provisions as found in section 15.6 of this Agreement.

14.2 All work performed on a holiday shall be paid at the rate of time and one-half over and above regular hours paid for the holiday, for all hours worked.

14.3 An employee shall be entitled to the holiday pay referred to in Section 14.1 if he/she works the day preceding and the day following the particular holiday, but not otherwise except for a substantial reason or emergency.

14.4 Paid Holidays occurring during the work week shall be counted as hours worked for the purpose of determining the forty (40) straight time hours.

ARTICLE 15

ANNUAL VACATIONS

15.1 Permanent employees who have been in the continuous employ of the Department for one (1) year or more will be allowed vacation in accordance with the following schedule:

- (a) Accrual rate for two (2) calendar weeks begins on date of hire. Employees servicing in an initial probationary period accrue vacation, but are not eligible to use vacation during the first six months of employment. Such probationary employees are not entitled to any vacation benefits if terminated during the initial probation period.
- (b) Accrual rate for three (3) calendar weeks begins at the beginning of six (6) years of continuous service.
- (c) Accrual rate for four (4) calendar weeks begins at the beginning of (15) fifteen years of continuous service.
- (d) Accrual rate for six (6) calendar weeks begins at the beginning of (20) twenty years of continuous service.

15.2 Vacations shall be scheduled within the departments at the discretion of the Department Heads to provide the least disruption of departmental operations.

Selection of vacation periods shall be by department seniority and shall be granted insofar as possible at the times requested by the employee, in accordance with operating requirements; provided, however, that summer vacation shall not extend beyond two weeks until all eligible persons have had an opportunity to select a summer vacation. Furthermore, a department head may deny a vacation request of an employee if it will result in a disruption of the department or division operations.

15.3 No employee shall be permitted to accrue in excess of one and one-half (1 1/2) times his/her annual earned vacation; i.e. employees who earned (10) days of vacation per year shall have no more than (15) days earned vacation to his/her credit at any one time; employees who earned (15) days of vacation per year shall have no more than 22 1/2 days earned vacation to his/her credit at any one time.

15.4 Employees who are assigned to work schedule which includes planned overtime on a regular schedule, such as Highway Department Dispatchers, shall be allowed to use accrued vacation to apply to the sixth work day, provided that such vacation is charged and paid at the straight time rate, and further provided the above shall not increase the rate of accrual or amount of accrued vacation time.

Nothing in the above paragraph shall limit management's right to change the work schedule to eliminate planned scheduled overtime for such employees.

ARTICLE 16
SICK LEAVE

16.1 Sick Leave shall be in accordance with NH Laws of 1943, Chapter 291, Section 1. Each permanent full-time employee shall earn sick leave with pay at the rate of 1 1/4 days of sick leave for each completed month of service. Sick leave shall not be taken in advance of earning same.

16.2 Employees who are initially employed in a temporary status and who are assigned to permanent status in the same Department, without a break in service, shall be allowed credit for the time served in the temporary status towards accrual of sick leave benefits.

16.3 The maximum sick leave accumulation will be increased to one hundred twenty (120) days. It is agreed and understood that there will be no retroactive payments of any kind as a result of this increase in maximum accumulation. Further, there will be no retroactive adjustments to the sick leave bank.

Employees will be eligible to begin to accumulate the increased sick leave.

Accrual shall include the six (6) month probationary period, but employees will not be allowed to use sick leave until they satisfactorily complete the probationary period.

16.4 Employees who are absent from work on legal holidays, during sick leave, vacation, for disability arising from injuries sustained in the course of their employment and for all authorized leaves of absence with pay shall continue to accumulate sick leave at the regularly prescribed rate as though they were on duty, subject to the maximum limitation herein provided. Employees who are absent on authorized leaves of absence without pay for not over 10 work days in any 30 calendar day period shall continue to accrue sick leave at the regularly prescribed rate during such absences as though they were on duty, subject to the maximum limitation herein provided.

16.5 An employee eligible for sick leave with pay may use such sick leave for absences due to his/her illness or injury; the illness or injury of a spouse, child or other blood relative or ward residing in the same household when FMLA leave is approved, or for exposure to contagious disease. Upon approval of his/her department head, he/she may use sick leave for dental appointments, physical examinations or prescribed treatment by a physician. The Department Head shall require a doctor's certificate before approving sick leave with pay for a period or periods of absences of more than three (3) work days.

ARTICLE 16 - SICK LEAVE (continued)

Any employee who receives sick leave benefits and who subsequently receives payment through Worker's Compensation or through an insurance carrier for wages for the same days shall repay the City for the sick leave benefits.

16.6 Department Heads and the Union may require an employee to justify each day of absence for sick leave if the employee's absentee record indicates a patterned use of sick leave which is in excess of the average days used by employees of the department.

The City of Manchester and the Union agree that if an employee goes over the average sick leave he may be required to obtain a doctor's note in the current year or the following year.

The City of Manchester and the Union agree if an employee has had a doctor's note of if he/she has an exception "FMLA or ADA" said sick leave shall not count toward the average sick leave.

16.7 Absences for a fraction or part of a day that are chargeable to sick leave in accordance with these provisions shall be charged proportionately in an amount not smaller than one hour.

16.8 During periods of absence for approved paid sick leave the employee shall be entitled to full pay for such period at the regular rate of compensation, provided, however, that hourly employees shall be compensated on the basis of straight time pay not to exceed eight (8) hours per day and not to exceed forty (40) hours per week. No sick leave benefits shall be paid on the basis of time and one-half.

16.9 On separation from City service, all sick leave credits shall be cancelled except in a case of paid retirement, duty disability retirement, or death while in active service.

All accrued sick leave up to, but not to exceed eighty (80) work days shall be paid plus payment of one-quarter of the balance of the days accrued over eighty (80) but not more than one hundred twenty (120) days of accrued sick leave at their regular pay. Employees hired after July 4, 2004, shall be entitled to payment for up to sixty (60) days, plus one-quarter of the balance of their accrued sick leave up to one hundred twenty (120) days.

Employees shall also be entitled to the benefits under City Ordinance 33.081 (H), as it may be amended from time to time.

ARTICLE 16 - SICK LEAVE (continued)

Employees hired after the ratification date of this Agreement shall be entitled to payment for accrued sick leave, under the conditions specified above; provided however, that payment shall not exceed forty (40) days.

16.10 SICK LEAVE NON-ABUSE

Employees who use six (6) days of sick leave or less in the preceding calendar year will receive two (2) personal leave days, to be scheduled by the Departments.

Personal Leave days must be used during the calendar year they are credited and shall not accumulate and shall not be carried over year after year. Personal Leave days taken by employees who are assigned to work schedules which includes planned overtime on a regular schedule, such as Highway Department Dispatcher, shall be counted as days worked for overtime purposes.

16.11 CHANGING VACATION TO SICK LEAVE

Employees who are on paid vacation who are hospitalized for injury or illness may, at their option and provided they have sick leave credits accrued, have their vacation time changed to paid sick leave for the period of time they are actually hospitalized.

ARTICLE 17
SICK LEAVE BANK

17.1 A voluntary sick leave bank, to cover employees in the bargaining units covered under the Master Agreement and other contracts with Local 298, AFSCME, is hereby established. The operation of such sick leave bank shall be subject to the rules and guidelines set forth in this Article.

17.2 The purpose of the sick leave bank is to provide assistance to employees who suffer long-term illness or injuries which are non-job connected. It is established to provide additional paid benefit days beyond the employee's accrued days when an employee has exhausted his accrued sick leave and continues disabled for an additional fifteen (15) consecutive calendar days. For example, it is not established to provide relief for one or two days beyond the employee's accrued sick leave.

17.3 ADMINISTRATION

The Sick Leave Bank shall be administered by a five member Administrative Committee.

Three (3) members of the Committee shall be appointed by the Union from employees in the bargaining units who are enrolled in the Sick Leave Bank, provided that no more than one member shall be appointed from the same bargaining unit at any one time.

Two (2) members of the Committee shall be appointed by the Mayor from the Management of the Departments wherein the bargaining units are located, with no more than one member from a department serving at any time.

The first Committee members shall be appointed in the following manner:

One member appointed by the Union for a one (1) year term; one member appointed for a two (2) year term and one member appointed for a three (3) year term. Subsequent appointments shall be for three (3) year terms. Vacancies, when they occur, shall be filled by appointment in the same manner as the original appointments.

One original appointee of the Mayor shall be for a one year term and one appointee shall be for a three (3) year term and subsequent appointments shall be for a three (3) year term.

ARTICLE 17 SICK LEAVE BANK {continued}

17.4 MEETINGS

The Committee shall meet at least once each month or more often as deemed necessary by the Chairman. Three (3) members, including at least one (1) Administration member, shall constitute a quorum. A majority of those members present and voting shall decide all questions. Members who are absent for either three (3) consecutive meetings or any six (6) meetings in any twelve (12) months period shall be automatically terminated from the Committee and their terms declared vacant.

17.5 MEMBERSHIP

Effective in 1987:

17.5{A) All the days that are now in the Sick Leave Bank will remain in the Bank as is. These days are to be used up first in accordance with the current contract.

17.S{B) Once this contract has been ratified, each member of the Bargaining Unit will give one (1) day of his/her day's pay on January 1st of each year.

17.S{C) Above-mentioned money will be deposited into a bank in Manchester in January of each year.

17.S{D) It will be the duty of the Finance Officer to see that the above-mentioned money is deposited into the bank in January of each year.

17.S{E) The deposit will be to the bank service which offers the best interest rate.

17.S{F) When withdrawals are necessary, the Finance Officer and one dues-paying member of the Sick Leave Bank will be present, and the signature of each will be required.

17. S{G) Application for membership shall be made on a form provided by the Committee.

Membership by all employees will be subject to the following restrictions:

(1) Probationary employees who are serving an initial probation period are not eligible for membership.

(2) Full-time employees, except those with less than one year of service, shall have not less than fifteen (15) days of accrued sick leave as of the date of their application for membership. An employee whose sick leave balance falls below fifteen (15) days of accrual due to recent illness or injury may be admitted at the discretion of the Committee.

ARTICLE 17 - SICK LEAVE BANK (continued)

Employees whose sick leave falls below fifteen (15) days after they are admitted to the Sick Leave Bank, where the usage of sick leave was not the result of extended illness or injury, shall have their membership status reviewed by the Committee. The Committee may temporarily suspend the employee from membership in the Bank if it deems such action to be in the best interest of the Bank.

(1) Employees who have less than one year of service may be admitted to the Bank upon the majority vote of the Committee after a review is made of their status with the Department. Upon admission to membership the conditions stated in the preceding paragraphs will apply.

(2) Full-time employees having less than 30% of their Accumulated sick leave days limit as of the date of their application shall be limited category members if accepted as members by the Administrative Committee.

17.6 BENEFITS

Effective January 1, 1990 a member in good standing shall become eligible to request extended sick leave benefits from the Bank for an incapacitating illness or non-service connected injury, provided he has exhausted all his accrued sick leave and his incapacitation extends at least eight (8) consecutive calendar days beyond the exhaustion of his sick leave accrual.

Effective January 1, 1991, the waiting period shall be reduced to five (5) consecutive calendar days. Upon presentation of satisfactory medical evidence of illness or injury to the Administrative Committee, the Committee may approve up to thirty (30) work days of sick leave benefit days from the Bank to be granted to the member. Such sick leave benefit days may be made retroactive to the first work day after exhaustion of his accrued sick leave credits. Should the member still be incapacitated after this time from the same illness or injury he/she may present his/her case for review and be granted additional benefit days, but such additional days may be restricted in number according to the number of benefit days in the Bank at the time. Additional days of benefits shall not exceed thirty (30) work days for each period of incapacitation; provided however, exceptions may be made in cases of long term illness or injury at the discretion of the Committee.

An employee who is receiving Sick Leave credits from the Sick Leave Bank and who subsequently receives payment through Workmen's Compensation or through an insurance carrier for wages for the same days shall repay the City for such benefits.

Employees shall not be granted any time from the Bank until said employee has reached the 30% requirement as stated above.

ARTICLE 17 - SICK LEAVE BANK (continued)

17.7 BANK STABILITY AND LIMITATIONS

All employees who shall become members of the Sick Leave Bank shall continue in the Bank until December 31st of the current calendar year. Employees shall automatically continue in the Sick Leave Bank for each calendar year thereafter unless the employee shall withdraw from membership prior to December 31st of any calendar year. Withdrawal shall be in writing, duly signed and dated and submitted to the Administrative Committee prior to December 31st. No benefits shall accrue to the withdrawn member thereafter and any sick leave days previously donated to the Bank shall remain in the bank to be disbursed by the Committee.

The number of benefit days in the Bank shall not exceed 1,500 benefit days on December 31st of any calendar year. All excessive days shall be discarded. In the event the Bank is terminated, all sick leave benefit days remaining in the Bank shall be null and void.

17.8 ADMINISTRATIVE OVERSIGHT

In the event there is a question concerning a recipient's eligibility to receive benefits from the Bank, the City may require of the Administrative Committee and the employee proof of each eligibility as well as a physician's certified report of the disabling illness or injury of the recipient. A copy of the minutes of each meeting shall be provided to the President of Local 298 and to the City Personnel Director.

The President of Local 298 or the Personnel Director may request a meeting with the Administrative Committee to discuss any action which has been taken by the Committee and such meeting shall be scheduled as soon as possible after such request.

17.9 AMENDMENTS

This Article or any section thereof, may not be amended except through the collective bargaining process or mutual written agreement of the Union and the City representative concerned in that process.

17.10 EFFECTIVE DATES

The provisions of this Article shall be effective from January 1, 1986 through December 31, 1988, inclusive, and shall terminate December 31, 1988 unless mutually agreed to continue beyond that date. Such continuation must be agreed to in writing by the parties to this agreement.

ARTICLE 18
LEAVE OF ABSENCE

18.1 The City agrees to allow Union representatives, stewards of Local 298 and/or aggrieved employees reasonable time, without loss of pay, during regular working hours for the purpose of investigating and processing grievances, provided such time away from work does not interfere with the work of the departments involved. Such time shall not be withheld unreasonably. The Union representatives shall obtain prior permission to absent themselves from work before leaving a work site and shall obtain prior permission of the immediate superior involved before interrupting the work of an employee located at a different work site.

18.2 Time lost by representatives of the Union on grievance settlements or negotiations shall be paid for by the City as provided in RSA 273-A 11.

18.3 When an employee is elected President of Local #298 and has to do work which takes him/her away from his/her regular employment with the City, he/she shall, at the written request of the Union, be granted a leave of absence without pay, not to exceed three (3) years, and with no loss of seniority, provided satisfactory arrangements can be made for a substitute during such leave of absence.

18.4 Employees elected as delegates to either the AFSCME International Convention, NH Public Employees Convention, Council #93 or the NH State Labor Council Convention shall be allowed a leave of absence with pay, not to exceed a total of ten (10) working days per year.

ARTICLE 19
BEREAVEMENT LEAVE

19.1 Bereavement leave of five (5) working days with pay between the date of death and the date of the funeral, inclusive, shall be granted a permanent full-time or permanent part-time employee who works at least half-time in the event of the death of his/her:

Spouse	Sister
Father	Brother
Mother	Child
Father-in-law	Mother-in-law
Son-in-law	Daughter-in-law
Paternal or Maternal Grandfather (excluding step grandparent)	Paternal or Maternal Grandmother (excluding step grandparent)
A blood relative or ward residing in the same household.	

19.2 Special leave of one (1) working day with pay, for the purpose of attending the funeral, shall be granted an employee in the event of the death of his/her:

Grandchild	Sister-in-law
Brother-in-law	Aunt
	Uncle

19.3 Under extenuating circumstances, two (2) additional days with pay may be granted Under Sections 19.1 and 19.2 with written approval of the Department head; such days to be charged to the employee's accrued sick leave.

19.4 Under no circumstances shall bereavement leave be paid on an overtime basis; however, bereavement leave time shall be counted as hours worked for overtime computation purposes.

ARTICLE 20
MATERNITY LEAVE

20.1 Upon application of the employee on forms to be provided by the City a maternity leave of absence without pay shall be granted to permanent, full-time female employees who have been employed at least one (1) year before said application, said leave to commence at the time recommended by the employee's attending physician and to extend for a period not to exceed six (6) months after the birth of the child. If an employee who has been granted a maternity leave of absence in accordance with this provision shall fail to return to work upon the expiration of such leave of absence she shall be deemed to have voluntarily terminated her employment, unless she has been certified by her physician as being physically unable to perform her duties.

20.2 An employee shall be entitled to draw her accumulated sick leave benefits with pay for a period not to exceed sixty (60) work days from the date of confinement or the birth of the child, during which time the employee is certified as being unable to perform her regular duties, as certified to by an affidavit of the attending physician every thirty (30) days. Requests for such sick leave benefits must be submitted in writing to the Department head no later than thirty (30) days after the date of confinement in order to be eligible for sick leave benefits.

20.2 Extensions of the thirty (30) day paid sick leave benefits may be made by the Department head if circumstances so warrant.

20.3 An employee shall not forfeit seniority or other benefits during this leave of absence.

ARTICLE 21
MILITARY SERVICE

21.1 Shall be governed by existing law.

ARTICLE 22
JURY DUTY

22.1 An employee called as a juror will be paid the difference between the fee received for such service and the amount of straight time earnings lost by reason of such services. Satisfactory evidence of such service must be submitted to the employee's immediate supervisor.

22.2 Employees who are called to jury duty and are excused from the jury duty for a day or days shall report to their regular work assignments as soon as possible after being excused.

ARTICLE 23
EDUCATION INCENTIVE REIMBURSEMENT

23.1 The following education reimbursement policy will apply to members of the Bargaining Units covered by this policy.

23.2 The city agrees to provide reimbursement to employees who complete approved courses relating to their current responsibilities or as part of an approved career development program based upon the following standards. Payment of seventy-five percent (75%) of the cost of the cost of such courses, but not to exceed \$1,000.00 per employee in a calendar year

23.3 Courses must be approved in advance by the Department head concerned as meeting the requirement that the course is related to the employee's job or is part of a career development program. Approval must be obtained through the Personnel Department for payment of the course. A procedure will be established to effectuate these payments.

23.4 Once a course has been approved as meeting the requirement an advance will be made to the employee of one-half (1/2) of the authorized seventy-five percent (75%) of the cost of the course tuition and books. The remainder of the course reimbursement will be paid to the employee upon presentation of a certificate of satisfactory completion of the course.

23.5 Approval for courses will be considered on the basis of relevancy of the course, number of employees applying and funds available.

23.6 If a course is paid for in whole or in part through a Federal or State program then the City will not reimburse for such amount, it being the intent of this section to eliminate double payment for any course.

ARTICLE 24
LIFE INSURANCE

24.1 The City will provide for a Life Insurance fund to provide for the payment of a death benefit of an amount equal to the employee's last yearly base pay, but not to exceed \$50,000.00 to the named beneficiary or estate of any member of the Bargaining Unit who dies from any cause while employed by the City or within sixty (60) calendar days after resignation for health reasons.

24.2 The City reserves the right to contract with a qualified insurance carrier of its choosing to provide the above amounts of benefits.

ARTICLE 25

HOSPITAL/MEDICAL INSURANCE

25.1 Effective July 1, 2012, bargaining unit members will have the option to enroll in the BlueChoice New England POS Plan on a voluntary basis in which case the City will pay eight-seven and one-half percent (87.5%) of the single, two-person or family premium or iii the Access Blue New England Plan, in which case the City will pay up to eighty-seven and one-half percent (87.5%) of the single, two-person or family premium.

Effective July 1, 2013, the City will pay 85% of the premium for the Blue Choice New England POS Plan or the Access Blue New England Plan. The following co-pays will apply to both the BlueChoiceNew England POS Plan and the Access Blue New England Plan:

- Office Visit - \$20.00
- Specialist Visit- \$20.00
- Chiropractic - \$20.00
- Emergency room visit- \$150.00
- Inpatient care, Outpatient surgery, skilled nursing or rehab facility - \$100/\$200 co-pay (single/2 person or family)
- Prescriptions other than mail order (one month supply)-\$10/\$30/SSO (Generic, Preferred, Premium)
- Mail order prescriptions (three month supply) \$20/\$60/\$100 (Generic, Preferred, Premium)

Bargaining unit members hired on or after ratification who are eligible for Health Insurance the City shall pay 80% of the premium. The BlueChoiceNew England POS Plan and the Access Blue New England Plan will have increased co-pays \$250/\$500 (single/2 person or family) for inpatient care, outpatient surgery, skilled nursing and rehab facilities.

The City may offer a high deductible health insurance plan accompanied by the establishment of a Health Savings Account (HSA) for each enrolled bargaining unit member with a present contribution of \$1,500.00 for an individual and \$3,000.00 for a two person or a family plan. The City retains the right to set the annual City contribution and shall each year prior to the open enrollment period disclose any changes to high deductible benefit plan and/or its contribution to the HSA or continuation of the HSA in the following fiscal year. Effective July 1, 2012 for Bargaining unit members availing themselves of this option the City shall pay 87.5% of the premium. Effective July 1, 2013 the City shall pay 85% of the premium. Bargaining unit members will be charged on the basis of a single, two person or family plan irrespective of the single, two person or family plan designation in the plan itself.

25.2 To a bargaining unit member who elects not to receive coverage under any City health insurance plan the City shall pay \$4,000.00 annually in lieu of health insurance coverage. The City shall make said payment in two equal payments of \$2,000.00. The first payment, in arrears, will be made in January/February and the second payment, in arrears will be made in July/August. Bargaining unit members who encounter a qualifying event so as to make them eligible for enrollment in the City's health insurance plans during either six month period will receive a pro rata amount based on the next \$2,000.00 payment. Bargaining unit members will be able to enroll in the City health plans notwithstanding a qualifying event in the annual open enrollment period.

25.3 It is agreed by all parties concerned that the City reserves and shall have the right to change insurance carriers provided that the benefits are not decreased and the costs to bargaining unit members do not increase above those percentages set forth in paragraph 22.1.

25.4 Effective February 1, 2000 or sooner if practical, the City shall provide all bargaining unit members a Northeast Delta Dental plan equivalent to other City employees having such a benefit. The City shall pay eighty-five (85.0%) percent of each monthly premium for the entire year for the coverage selected by each employee. The City agrees to provide coverage under Delta Dental Insurance Plan Coverage A, B, and C as set forth in Appendix D attached hereto and made part of this Agreement. The City shall pay an amount not to exceed eighty-five percent (85.0%).

Effective July 1, 2003, the total yearly maximum will be increased to \$1,500.00.

25.6 The City will pay one thousand five hundred dollars (\$1,500.00) to any bargaining unit member who terminates his/her existing health insurance coverage under the City's or School Districts' plans and who also provides satisfactory evidence that he/she has valid alternative health insurance coverage elsewhere. This amount shall be paid annually as long as a bargaining unit member who previously terminated health insurance coverage declines to reenroll.

ARTICLE 26
UNIFORMS

26.1 Effective upon the date of ratification of this Agreement the City agrees to provide work uniforms through a laundry cleaning agency of the City's choosing. Such uniforms shall be provided to Highway, Cemeteries and Parks and Recreation employees who are permanently assigned to the equipment mechanic operations and such uniforms shall be provided to the painting operations of the Traffic Department. Such uniforms shall not exceed five (5) changes per week. Such uniforms shall be determined by the management of the departments concerned. Summer and winter uniforms may be provided the above employees, provided there is no increase in cost to the City for such seasonal uniforms.

26.2 One set of coveralls shall be supplied to heavy equipment operators who service the assigned equipment. The employees will be responsible for cleaning and repairing the coveralls. Coveralls will be replaced as needed, as determined by Management, under procedures to be established by Management.

26.3 Employees will be required to wear apparel provided by the Highway Division during working hours. The Highway and Parks divisions will be provided five (5) shirts and two (2) sweatshirts annually for this purpose. Employees will be responsible for washing the apparel. The Department of Public Works may provide, at its discretion, jackets to be worn as well, budget dependent.

ARTICLE 27

TRAVEL ALLOWANCE

27.1 Effective date of ratification of this Agreement, employees who are required to use their personal vehicles for authorized City business will be reimbursed at the current I.R.S. mileage rate.

27.2 In the event the Department provides a City vehicle for an employee to conduct daily work activities the monthly travel allowance will be discontinued.

27.3 If an employee is absent for 30 calendar days or longer the monthly travel allowance will not be paid for that period.

ARTICLE 28
SAFETY

28.1 The Departments shall have the right to make regulations for the safety and health of its employees during their hours of employment. Representatives of the Departments and the Union may meet once in ninety (90) days at the request of either party, to discuss such regulations. The Union agrees that its members who are employees of the Departments will comply with the Departments' rules and regulations relating to safety, economy, and efficiency of services to the Departments and the Public.

28.2 The Union and its members agree to exercise proper care and to be responsible for all Department property issued or entrusted to them during their working hours. Where safe storage space is provided by the Department employees shall be responsible for replacing articles issued to them if the same type of article has been lost twice in the same twelve month period. In such cases the employee shall replace the second lost article.

28.3 The City agrees to furnish raincoats and rubber boots for all employees for whom such issue is necessary. The employees agree to exercise due care in the use of such items. All replacements of previous issue shall be made only when an article is turned in or exchanged for the one issued.

28.4 The City shall furnish gloves, special clothing, safety vests and safety helmets as needed for the health and safety of its employees.

28.5 In cases of disinterment, necessary protective shots will be given by proper medical officers at the expense of the City.

28.6 All bargaining unit members who do not hold CDL licenses shall be subject to the same drug and alcohol testing as CDL employees. Results related to these tests shall be compiled and recorded separately from CDL records required by federal regulations.

ARTICLE 29
BULLETIN BOARDS

29.1 The Departments shall provide space for bulletin boards for the posting of notices of the department addressed to the employees and notices of the Union addressed to the members. The Departments shall locate its bulletin boards at convenient places within the Department. No Union notice shall be posted in or around the Department's property except on such boards and no notice shall be posted until it has been signed either by the President or Secretary of the Union with the approval of the Department head or his/her designated representative.

ARTICLE 30
DISCIPLINARY PROCEDURES

30.1 All disciplinary actions shall be in a fair manner and shall be consistent with the infractions for which disciplinary action is being taken.

30.2 (A) All suspensions and discharges shall be stated in writing and the reasons stated and a copy given to the employee(s) and the Union within five (5) work days from the date of suspension or discharge.

(B) If the Department does not follow Section 30.2 (A) above in the case of a suspension then it shall be deemed that the suspension is without merit. When Section 30.2 (A) above is not followed in the case of a discharge said discharge shall be changed to a two (2) week suspension which shall be grievable.

30.3 Disciplinary actions will normally be taken in the following order:

- (A) Verbal warning – (written Confirmation)
- (B) Written warning
- (C) Suspension without pay
- (D) Discharge

However/ the above sequence need not be followed if an infraction is sufficiently severe to merit an immediate written warning/ suspension or discharge.

30.4 No employee shall be penalized, disciplined, suspended or discharged without just cause.

30.5 Employees who are absent from work for more than five (5) working days and who have not been granted a leave of absence during that period/ or who do not present justifiable evidence showing they were unable to report, shall be deemed to have quit.

30.6 The Personnel record of an employee will be cleared of written reprimands after a period of one (1) year from the date of the reprimand/ provided there are no similar infractions committed during the intervening period.

30.7 The personnel record of an employee will be cleared of suspension notices after a period of three (3) years from the date of suspension/ provided there are no similar infractions committed during the intervening period.

ARTICLE 31 **GRIEVANCE PROCEDURE**

31.1 A grievance is defined as a claim or dispute arising out of the application or interpretation of this agreement, under express provisions of this agreement, and shall be processed in the following manner:

31.2 STEP 1

An employee having a grievance must discuss the grievance with the employee's immediate supervisor or the supervisor responsible for the matter being grieved within eight (8) working days from the date of the event giving rise to the grievance or the date the employee could reasonably have been first made aware of the event. Such grievance shall be discussed between the employee, a Union representative and the supervisor.

The supervisor shall give his/her answer within two (2) working days from the date he/she receives notice of the grievance.

31.3 STEP 2

If the grievant or the Union disagrees with the decision of the supervisor and desires to proceed with the grievance then such grievance must be submitted in writing, listing the article and section violated, the specific grievance and the remedy desired to the employee's department or division head within five (5) work days from the date the decision of the supervisor was rendered. The Department or Division head shall render his/her decision within three (3) work days from the date he/she receives the grievance.

31.4 If the Department or Division Head is the immediate supervisor of the employee involved in the grievance then the grievance shall be filed directly with the Board, omitting Step 1 and 2 as contained in Sections 31.2 and 31.3 above .

31.5 (1) If the Union is not satisfied with the disposition of the grievance by the Department or Division Head or no decision has been rendered, the Union must file a request for a pre-arbitration meeting within ten (10) work days after the grievance was filed with the Department Head or the grievance will be null and void. Representatives of the Department involved and the Union will meet with the Chief Negotiator/Contract Administrator or HR Director or Designee within ten (10) working days after the Union makes such request for said meeting, the purpose of which is to determine if the grievance can be settled without arbitration. A representative of the Human Resources Department and/or the City Solicitor's Office shall attend only as necessary,

ARTICLE 31 GRIEVANCE PROCEDURE (continued)

(2) If no settlement is reached as a result of the meeting as stated in 31.6 (1) above, the Union may submit in writing a request to a mutually agreed upon neutral arbitration agency or to the New Hampshire Public Employee Labor Relations Board of by mutual agreement to appoint an arbitrator to resolve said grievance, such action to be filed within ten (10) working days after the meeting under 31.6 (1) has occurred or a decision has been reached, but not later than five (5) working days after the meeting.

If the Union fails to submit such written request for the appointment of an arbitrator within said ten (10) working days, the grievance shall be deemed abandoned and no further action shall be taken with respect to such grievance.

31.6 A grievance by a Department Head against the Union shall be presented in writing to the Union President, and shall be discussed at a meeting to be held within five (5) working days after the grievance is presented, said meeting to take place during the normal working hours.

If a satisfactory agreement is not reached at the meeting as stated above then the Department Head may proceed within ten (10) working days of said meeting to present the grievance to arbitration in accordance with Section 31.6 of this grievance procedure.

31.7 The arbitrator shall not have the power to add to, ignore or modify any of the terms and conditions of this agreement.

31.8 The decision of the arbitrator shall be final and binding upon the parties as to the matter in dispute.

31.9 The expenses of the arbitrator shall be borne by the losing party. The arbitrator shall be required to declare the losing party. Each party shall make arrangements for and pay the expenses of witnesses who are not City employees who are called by them.

31.10 Nothing contained herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the Department, and having the grievance adjusted without the intervention of the Union, provided the adjustment is not inconsistent with the terms of this agreement and that the Union has been given the opportunity to be present at such adjustment and to state its views.

ARTICLE 31 - GRIEVANCE PROCEDURE (continued)

31.11 If said grievance is not reported and/or processed within the time limits set forth in Sections 31.2, 31.3, 31.5 and 31.6 the matter shall be dismissed and no further action shall be taken with respect to such grievance.

31.12 The above times may be extended or by-passed by mutual written agreement of the parties.

31.13 All decisions involving wages, wage rates, promotions, transfers, hours worked and not worked, shall be retroactive to the date the grievance first occurred, at the discretion of the arbitrator.

ARTICLE 32
MANAGEMENT'S RIGHTS

32.1 The direction of Department operations and the determination of the methods and the means by which such operations are to be conducted shall be the function of Management. All rights and responsibilities not specifically modified by this agreement shall remain the function of Management in accordance with the provisions of RSA 273:1:XII.

32.2 It shall be the right of the Union, however, to present and process grievances of its members whose wages, working conditions or status of employment are changed as a result of Management's exercising the above mentioned rights, whenever such grievances exist.

ARTICLE 33
STRIKES PROHIBITED

33.1 Under no circumstances will the Union cause, encourage, sponsor or participate in any strike, sit-down, stay-in, stay- out, sick-in, sick-out, work slowdowns, withholding of services or any curtailment of work or restriction or interference with the operations of the Departments or the City of Manchester during the term of this agreement.

ARTICLE 34
CONTRACTING AND SUBCONTRACTING OUT

34.1 The City recognizes the concern of the Union in regard to contracting or subcontracting work which results in a reduction of the work force.

34.2 If the City or a Department of the City covered by this agreement changes its method of operations which involves contracting out work which is now being performed by bargaining unit employees, the City and/or Department will give notice to the Union of its intention. Furthermore, the City will make every effort to absorb affected employees into other City positions. In those cases where employees are not absorbed into other City positions, the City and/or Department will provide as much advance notice of pending lay-offs as reasonably possible.

ARTICLE 35
STABILITY OF AGREEMENT

35.1 Should any article, section or portion thereof, of this Agreement be declared invalid because it is in conflict with a Federal or State law or be held to be unenforceable by any court of competent jurisdiction, such determination shall apply only to the specific article, section or portion thereof, specified in the decision. The parties to this agreement to meet to negotiate only on the specific article or section, or portion thereof, which has been declared invalid or unenforceable, but neither party is required to make concession in order to reach agreement on the specific article or section in question.

ARTICLE 36 **TRAINING**

36.1 When any department determines there is a need for a formal training program to train employees for skilled jobs within the department then such training program will be posted on the departmental bulletin boards for five work days.

36.2 Employees shall submit their names to the department for consideration for the training program. Those who post for the training program must possess valid licenses and/or certificates required for the job.

36.3 (a) Whenever possible, training opportunities will be posted twice a year, spring and fall.

(b) Employees attendance, overtime and safety records will be considered when selecting trainees.

(c) Subject to (b), above, employees will be limited to two (2)-training opportunities per calendar year, by Department seniority, by pay grade (equal or lower than the positions being trained) . If there is a question on the senior employee, with twenty (20) years of service with the Department who requests training for a lower graded position, a question of special circumstances will be submitted to the Labor/Management Committee for final determination.

(d) Training will be done by an incumbent in the classification, who shall be selected by the department.

(e) Incumbents who refuse to train employees will be subject to discipline as recommended by the affected division superintendent and/or Chief or Assistant Chief of Operations.

(f) An employee who successfully completes training is required to fill the position as necessary, in compliance with the plus rate provisions of this Agreement.

(g) If the employee is trained and he/she refuses to accept the full time position, he/she will be disqualified from further training for two (2) years, at the discretion of management.

(h) If an employee trains for two (2) positions and accepts the full-time position for one (1) of them, he/she will not be disqualified from further training under (g), above.

36.4 The duration of the training programs for the various skill levels will be determined by management, with recommendations from the labor/management advisory committee.

ARTICLE 36 - Training (continued)

36.5 Employees who are selected for training programs may be removed from the programs before the completion of the program if they are unable to satisfactorily complete the program, other than due to illness or injury.

36.6 Employees who satisfactorily complete training programs will be awarded Certificates of Completion.

36.7 A joint Labor/Management Advisory Committee shall be appointed which will be responsible for formulating the training program policies and procedures. The Labor/Management Advisory Committee will be composed of three representatives from Labor, to be appointed by the President of Local 298, and three representatives from Management, to be appointed by the Public Works Director, plus one member from outside the Department who shall be mutually agreed to by the members of the Committee and who shall be chairman of the Committee.

36.8 The Labor/Management Advisory Committee shall submit its report on the training program within four months following the date of their appointment. The training program shall be implemented within the available resources of the Highway Department. If resources are less than required then both Labor and Management will work to obtain the required resources.

ARTICLE 37
MISCELLANEOUS

37.1 The City agrees to provide for a payroll deduction slot for an insurance program, subject to approval by the City Finance Department.

37.2 FMLA POLICY

The Union agrees to accept the City's Family and Medical Leave Act (FMLA) Policy, subject to its review by the Union's attorney, with the understanding that the policy will not be changed except by mutual agreement.

37.3 CDL LICENSES

The City will pay for commercial drivers licenses and any endorsements for employees who are required by the Department to have them.

ARTICLE 38
DURATION

Upon ratification by the respective parties the Agreement shall be in effect from July 1, 2015 through June 30, 2016, with effective dates for specific provisions as stated on the various Articles.

[NOTE: Pursuant to RSA 273-A:3II(a), if either parties deserves to bargain a successor agreement, it must give written notice at to the other party no later than December 1, 2015 or the anniversary date of execution thereof, such date being one hundred twenty(120) days prior to the budget submission date.]

ARTICLE 39
AFFILIATION

In the event the City of Manchester institutes a new Department of Fleet Maintenance, the current DPW mechanics shall be transferred without loss of seniority and any other conditions of work/employment under the Manchester Master Contract 298, AFSCME Council 93 and successor agreements.

ARTICLE 40
ME TOO CLAUSE

40.1 Should any other bargaining unit within the City of Manchester, New Hampshire negotiate health care benefits set forth in paragraph 20.1 of this agreement which are more favorable than the health care benefits contained in paragraph 25.1 and 25.2 and, the AFSCME, Local 298 shall be entitled to receive the more favorable benefits.

40.2 Should any other bargaining unit within the City of Manchester, New Hampshire negotiate Salary Schedule increases which are more favorable than the Salary Schedule increases contained in paragraphs 7.1, 7.2 and 7.3 the AFSCME Local 298 shall be entitled to receive the more favorable Salary Schedule increases for those years.

ARTICLE 41
SUCCESSOR AGREEMENT CLAUSE

All Local 298 AFSCME Council 93 contracts shall remain in effect, except wages until a successor agreement has been reached between the City of Manchester and all AFSCME Local 298 units. THIS CLAUSE SHALL NOT BE CONSIDERED ON EVERGREEN PROVISION.

ARTICLE 42
DURATION AND TERMINATION

Upon ratification by the respective parties, this Agreement shall be in effect from July 1, 2015 through June 30, 2016, with the effective dates for specific provisions as stated in the various Articles.

[NOTE: Pursuant to RSA 273-A:3,II(a), if either party desires to bargain a successor agreement, it must give written notice to the other party no later than December 1, 2015 or the anniversary date thereof, such date being one hundred twenty (120) days prior to the budget submission date.]

For AFSCME Local 298

Wes Beyer Pres
[Signature] V.P.

Paul [Signature] Chief Steward

[Signature]

Date: _____

City Negotiating Team

Donna O'Connor

Date: 6-16-17

Memorandum of Understanding

In accordance with the Master Agreement (2007-2010) entered into by the parties. City of Manchester. NH and Local 298, AFSCME, AFL-CIO, Article 3.2, it is understood that the term agency fee shall mean that the agency fee requirement in lieu of union dues shall be a condition of employment.

Date:

SIGNED:

AFSCME, AFL-CIO, Local 298

[Signature] Pres
[Signature] Chief Steward
[Signature] V.P.
[Signature]

City of Manchester, NH

[Signature]

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

GRADE		2015		2015		2015		2015		2015		2015		2015		2015		2015		2015	
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
GRADE 1	Ex	14,464.47	14,898.43	15,345.35	15,805.73	16,279.91	16,768.30	17,271.36	17,789.49	18,323.17	18,872.86	19,439.07	20,022.25	20,622.91	21,241.58	21,878.83					
	H	7.03	7.23	7.45	7.69	7.91	8.13	8.39	8.64	8.90	9.17	9.44	9.73	10.03	10.32	10.63					
	O	10.545	10.845	11.175	11.535	11.865	12.195	12.585	12.960	13.350	13.755	14.160	14.595	15.045	15.480	15.945					
GRADE 1A	Ex	14,970.74	15,419.87	15,882.43	16,358.94	16,849.69	17,355.17	17,875.86	18,412.13	18,964.50	19,533.42	20,119.43	20,723.02	21,344.69	21,985.03	22,644.58					
	H	7.20	7.41	7.64	7.87	8.11	8.34	8.60	8.87	9.11	9.38	9.67	9.98	10.26	10.58	10.89					
	O	10.800	11.115	11.460	11.805	12.165	12.510	12.900	13.305	13.665	14.070	14.505	14.970	15.390	15.870	16.335					
GRADE 2	Ex	15,476.99	15,941.29	16,419.56	16,912.14	17,419.51	17,942.10	18,480.32	19,034.73	19,605.80	20,193.96	20,799.79	21,423.78	22,066.50	22,728.49	23,410.35					
	H	7.42	7.68	7.89	8.13	8.38	8.63	8.91	9.17	9.44	9.73	10.03	10.32	10.63	10.94	11.27					
	O	11.130	11.520	11.835	12.195	12.570	12.945	13.365	13.755	14.160	14.595	15.045	15.480	15.945	16.410	16.905					
GRADE 2A	Ex	16,018.69	16,499.26	16,994.23	17,504.05	18,029.18	18,570.03	19,127.14	19,700.97	20,292.01	20,900.74	21,527.78	22,173.62	22,838.84	23,523.98	24,229.71					
	H	7.73	7.94	8.18	8.42	8.68	8.94	9.20	9.47	9.76	10.06	10.35	10.68	10.99	11.31	11.64					
	O	11.595	11.910	12.270	12.630	13.020	13.410	13.800	14.200	14.640	15.090	15.525	16.020	16.485	16.965	17.460					
GRADE 3	Ex	16,560.38	17,057.18	17,568.92	18,096.00	18,638.85	19,198.02	19,773.97	20,367.20	20,978.23	21,607.55	22,255.79	22,923.44	23,611.15	24,319.48	25,049.09					
	H	7.97	8.20	8.45	8.72	8.97	9.24	9.50	9.80	10.10	10.38	10.72	11.04	11.36	11.68	12.04					
	O	11.955	12.300	12.675	13.080	13.455	13.860	14.250	14.700	15.150	15.570	16.060	16.560	17.040	17.520	18.060					
GRADE 3A	Ex	17,139.99	17,654.19	18,183.84	18,729.35	19,291.24	19,869.94	20,466.05	21,080.03	21,712.45	22,363.82	23,034.74	23,725.78	24,437.54	25,170.65	25,925.78					
	H	8.23	8.48	8.75	9.01	9.28	9.55	9.86	10.15	10.43	10.77	11.09	11.42	11.78	12.12	12.47					
	O	12.345	12.720	13.125	13.515	13.920	14.325	14.790	15.225	15.645	16.155	16.635	17.130	17.670	18.180	18.705					
GRADE 4	Ex	17,719.60	18,251.21	18,798.73	19,362.69	19,943.57	20,541.87	21,158.16	21,792.87	22,446.67	23,120.08	23,813.68	24,528.08	25,263.94	26,021.85	26,802.49					
	H	8.53	8.81	9.05	9.33	9.60	9.90	10.19	10.47	10.81	11.15	11.46	11.83	12.17	12.52	12.91					
	O	12.795	13.215	13.575	13.995	14.400	14.850	15.285	15.705	16.215	16.725	17.190	17.745	18.255	18.780	19.365					
GRADE 4A	Ex	18,339.81	18,889.98	19,456.70	20,040.41	20,641.62	21,260.86	21,898.68	22,555.62	23,232.32	23,929.27	24,647.13	25,386.56	26,148.17	26,932.64	27,740.61					
	H	8.82	9.09	9.36	9.63	9.95	10.22	10.54	10.85	11.19	11.52	11.87	12.23	12.57	12.97	13.34					
	O	13.230	13.635	14.040	14.445	14.925	15.330	15.810	16.275	16.785	17.280	17.805	18.345	18.855	19.455	20.010					
GRADE 5	Ex	18,959.98	19,528.76	20,114.66	20,718.09	21,339.62	21,979.83	22,639.21	23,318.41	24,017.95	24,738.47	25,480.63	26,245.05	27,032.42	27,843.39	28,678.68					
	H	9.13	9.39	9.67	9.98	10.26	10.58	10.89	11.22	11.55	11.90	12.26	12.61	13.01	13.38	13.80					
	O	13.695	14.085	14.505	14.970	15.390	15.870	16.335	16.830	17.325	17.850	18.390	18.915	19.515	20.070	20.700					
GRADE 5A	Ex	19,623.58	20,212.28	20,818.65	21,443.23	22,086.51	22,749.11	23,431.60	24,134.54	24,858.57	25,604.33	26,372.47	27,163.62	27,978.54	28,817.91	29,682.44					
	H	9.43	9.74	10.04	10.33	10.65	10.97	11.29	11.62	11.98	12.35	12.71	13.09	13.48	13.89	14.30					
	O	14.145	14.610	15.060	15.495	15.975	16.455	16.935	17.430	17.970	18.525	19.065	19.635	20.220	20.835	21.450					
GRADE 6	Ex	20,287.17	20,895.79	21,522.67	22,168.35	22,833.39	23,518.41	24,223.98	24,950.70	25,699.20	26,470.19	27,264.28	28,082.22	28,924.66	29,792.40	30,686.19					
	H	9.77	10.08	10.36	10.69	11.00	11.32	11.65	12.01	12.38	12.74	13.12	13.53	13.92	14.33	14.80					
	O	14.655	15.120	15.540	16.035	16.500	16.980	17.475	18.015	18.570	19.110	19.680	20.295	20.880	21.495	22.200					
GRADE 6A	Ex	20,997.24	21,627.16	22,275.96	22,944.24	23,632.59	24,341.55	25,071.81	25,823.95	26,598.65	27,396.63	28,218.55	29,065.08	29,937.04	30,835.17	31,760.21					
	H	10.10	10.39	10.73	11.05	11.38	11.72	12.07	12.43	12.81	13.18	13.59	13.98	14.40	14.86	15.29					
	O	15.150	15.585	16.095	16.575	17.070	17.580	18.105	18.645	19.215	19.770	20.365	20.970	21.600	22.290	22.935					
GRADE 7	Ex	21,707.29	22,358.51	23,029.27	23,720.15	24,431.74	25,164.34	25,919.64	26,697.21	27,498.14	28,323.09	29,172.78	30,047.96	30,949.39	31,877.89	32,834.22					
	H	10.42	10.76	11.09	11.42	11.77	12.12	12.47	12.85	13.22	13.65	14.05	14.47	14.91	15.34	15.80					
	O	15.630	16.140	16.635	17.130	17.655	18.180	18.705	19.275	19.830	20.475	21.075	21.705	22.365	23.010	23.700					
GRADE 7A	Ex	22,467.05	23,141.07	23,835.29	24,550.34	25,286.85	26,045.44	26,826.84	27,631.62	28,460.58	29,314.39	30,193.83	31,099.67	32,032.63	32,993.62	33,983.41					
	H	10.80	11.15	11.46	11.83	12.18	12.53	12.93	13.30	13.70	14.12	14.53	14.97	15.40	15.87	16.35					
	O	16.200	16.725	17.190	17.745	18.270	18.795	19.395	19.950	20.550	21.180	21.795	22.455	23.100	23.805	24.525					
GRADE 8	Ex	23,226.81	23,923.60	24,641.32	25,380.55	26,141.98	26,926.24	27,734.01	28,566.04	29,423.02	30,305.72	31,214.86	32,151.35	33,115.85	34,109.34	35,132.62					
	H	11.18	11.51	11.86	12.22	12.56	12.96	13.34	13.74	14.16	14.58	15.03	15.45	15.95	16.41	16.91					

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

GRADE	2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP AL1	2015 STEP AL2
O	16,770	17,265	17,790	18,330	18,840	19,440	20,010	20,610	21,240	21,870	22,545	23,175	23,925	24,615	25,365
GRADE 8A Ex (6FA) H	24,039.72	24,760.94	25,503.75	26,268.87	27,056.94	27,868.66	28,704.69	29,565.85	30,452.82	31,366.40	32,307.41	33,276.62	34,274.95	35,303.18	36,362.26
O	17,310	17,835	18,390	18,915	19,530	20,085	20,715	21,330	21,975	22,635	23,295	24,030	24,720	25,515	26,250
GRADE 9 Ex (6G0) H	24,852.69	25,598.28	26,366.22	27,157.19	27,971.92	28,811.05	29,675.39	30,565.65	31,482.63	32,427.11	33,399.91	34,401.92	35,433.97	36,496.99	37,591.91
O	17,925	18,510	19,050	19,620	20,205	20,820	21,435	22,095	22,770	23,460	24,165	24,870	25,635	26,370	27,195
GRADE 9A Ex (6GA) H	25,722.54	26,494.19	27,289.03	28,107.68	28,950.92	29,819.44	30,714.06	31,635.46	32,584.51	33,562.06	34,568.91	35,605.99	36,674.18	37,774.35	38,907.63
O	18,570	19,110	19,680	20,295	20,880	21,495	22,200	22,845	23,550	24,225	24,945	25,725	26,445	27,270	28,095
GRADE 10 Ex (6H0) H	26,592.35	27,390.15	28,211.83	29,058.22	29,929.93	30,827.86	31,752.67	32,705.27	33,686.43	34,696.99	35,737.92	36,810.07	37,914.34	39,051.77	40,223.36
O	19,185	19,725	20,340	20,940	21,555	22,260	22,920	23,625	24,300	25,020	25,785	26,520	27,360	28,170	29,025
GRADE 10A Ex (6HA) H	27,523.10	28,348.79	29,199.25	30,075.24	30,977.49	31,906.81	32,864.01	33,849.96	34,865.44	35,911.40	36,988.76	38,098.40	39,241.35	40,418.57	41,631.14
O	20,550	21,150	21,780	22,440	23,085	23,805	24,525	25,260	25,980	26,805	27,585	28,425	29,280	30,150	31,020
GRADE 11 Ex (6I0) H	28,453.82	29,307.43	30,186.67	31,092.26	32,025.04	32,985.79	33,975.38	34,994.61	36,044.44	37,125.77	38,239.57	39,386.78	40,568.35	41,785.42	43,038.97
O	21,255	21,885	22,560	23,205	23,955	24,645	25,425	26,175	26,970	27,750	28,590	29,445	30,330	31,245	32,175
GRADE 11A Ex (6IA) H	29,449.69	30,333.22	31,243.19	32,180.49	33,145.92	34,140.28	35,164.50	36,219.43	37,305.99	38,425.21	39,577.94	40,765.29	41,988.24	43,247.89	44,545.32
O	22,725	23,400	24,120	24,840	25,605	26,340	27,150	27,975	28,815	29,670	30,585	31,485	32,415	33,390	34,380
GRADE 12 Ex (6J0) H	30,445.60	31,358.93	32,299.71	33,268.70	34,266.80	35,294.78	36,353.63	37,444.21	38,567.57	39,724.61	40,916.32	42,143.82	43,408.14	44,710.37	46,051.69
O	23,535	24,210	24,915	25,710	26,430	27,255	28,080	28,935	29,760	30,690	31,590	32,550	33,510	34,545	35,610
GRADE 12A Ex (6JA) H	31,511.18	32,456.56	33,430.25	34,433.12	35,466.09	36,530.10	37,625.99	38,754.77	39,917.41	41,114.96	42,348.43	43,618.85	44,927.44	46,275.23	47,663.49
O	25,035	25,890	26,700	27,480	28,275	29,130	30,045	30,900	31,860	32,805	33,810	34,830	35,880	36,930	38,055
GRADE 13 Ex (6K0) H	32,576.77	33,554.11	34,560.73	35,597.52	36,665.45	37,765.43	38,898.38	40,065.33	41,267.28	42,505.32	43,780.51	45,093.87	46,446.74	47,840.10	49,275.31
O	23,535	24,210	24,915	25,710	26,430	27,255	28,080	28,935	29,760	30,690	31,590	32,550	33,510	34,545	35,610
GRADE 13A Ex (6KA) H	33,716.98	34,728.48	35,770.36	36,843.45	37,948.75	39,087.22	40,259.82	41,467.63	42,711.65	43,993.00	45,312.78	46,672.21	48,072.33	49,514.52	50,999.95
O	24,300	25,035	25,815	26,565	27,390	28,200	29,055	29,925	30,810	31,755	32,700	33,660	34,695	35,760	36,825
GRADE 14 Ex (6L0) H	34,857.18	35,902.89	36,979.97	38,089.36	39,232.04	40,409.00	41,621.28	42,869.93	44,156.02	45,480.70	46,845.08	48,250.47	49,697.99	51,188.92	52,724.59
O	25,110	25,890	26,700	27,480	28,275	29,130	30,045	30,900	31,860	32,805	33,810	34,830	35,880	36,930	38,055
GRADE 14A Ex (6LA) H	36,077.17	37,159.48	38,274.26	39,422.48	40,605.17	41,823.29	43,078.03	44,370.38	45,701.48	47,072.52	48,484.69	49,939.23	51,437.38	52,980.55	54,569.96
O	25,980	26,820	27,600	28,440	29,295	30,180	31,080	31,995	32,970	33,960	34,980	36,030	37,080	38,205	39,390
GRADE 15 Ex (6M0) H	37,297.16	38,416.09	39,568.57	40,755.63	41,978.29	43,237.65	44,534.77	45,870.83	47,246.94	48,664.35	50,124.27	51,628.00	53,176.82	54,772.15	56,415.29
O	26,910	27,690	28,530	29,415	30,300	31,215	32,145	33,090	34,095	35,115	36,165	37,230	38,355	39,525	40,725
GRADE 15A Ex	38,602.56	39,760.64	40,953.45	42,182.07	43,447.52	44,750.95	46,093.49	47,476.30	48,900.58	50,367.59	51,878.62	53,434.98	55,038.02	56,689.17	58,389.83

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

GRADE		2015		2015		2015		2015		2015		2015		2015		2015		2015		2015		2015		2015												
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP AL1	STEP AL2	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20	STEP 21	STEP 22	STEP 23										
GRADE 16 (6MA)	H	18.57	27.855	19.70	20.30	20.93	21.55	22.19	22.85	23.51	24.23	24.97	25.70	26.48	27.28	28.10	GRADE 16 (6N0)	O	27.855	20.30	20.93	21.55	22.19	22.85	23.51	24.23	24.97	25.70	26.48	27.28	28.10					
		39,907.98	41,105.20	42,338.36	43,608.49	44,916.77	46,264.26	47,652.19	49,081.77	50,554.21	52,070.85	53,632.97	55,241.95	56,899.21	58,606.17	60,364.38			28,800	29,655	30,585	31,485	32,415	33,390	34,380	35,385	36,495	37,605	38,715	39,870	41,070	42,270	43,530			
GRADE 16A (6NA)	H	19.84	20.46	21.06	21.70	22.36	23.05	23.76	24.45	25.19	25.92	26.72	27.53	28.36	29.21	30.08	GRADE 16A (6NO)	O	29,760	30,690	31,590	32,550	33,540	34,575	35,640	36,735	37,860	39,015	40,200	41,415	42,660	43,935	45,240	46,590		
		41,304.75	42,543.89	43,820.20	45,134.84	46,488.85	47,883.51	49,320.04	50,799.62	52,323.63	53,893.32	55,510.13	57,175.41	58,890.68	60,657.39	62,477.12			30,795	31,740	32,685	33,645	34,680	35,745	36,795	37,890	39,045	40,215	41,385	42,630	43,905	45,240	46,590			
GRADE 17 (6O0)	H	20.53	21.16	21.79	22.43	23.12	23.83	24.53	25.26	26.03	26.81	27.59	28.42	29.27	30.16	31.06	GRADE 17 (6O0)	O	30,795	31,740	32,685	33,645	34,680	35,745	36,795	37,890	39,045	40,215	41,385	42,630	43,905	45,240	46,590	47,940		
		44,196.10	45,521.95	46,887.62	48,294.25	49,743.06	51,235.36	52,772.43	54,355.59	55,986.27	57,665.87	59,395.82	61,177.69	63,013.02	64,903.43	66,850.52			31,875	32,820	33,825	34,845	35,895	36,945	38,055	39,225	40,365	41,565	42,870	44,130	45,450	46,860	48,255			
GRADE 18 (6P0)	H	21.97	22.63	23.30	24.00	24.71	25.46	26.25	27.02	27.85	28.70	29.56	30.45	31.35	32.30	33.28	GRADE 18 (6P0)	O	32,955	33,945	34,950	36,000	37,065	38,190	40,530	41,775	43,050	44,340	45,675	47,025	48,450	49,920	51,438	52,995	54,600	
		47,061.34	48,473.18	49,927.39	51,425.21	52,967.97	54,557.01	56,193.71	57,879.52	59,615.90	61,404.37	63,246.51	65,143.89	67,098.22	69,111.15	71,193.07			34,110	35,130	36,180	37,260	38,385	39,555	40,740	41,970	43,215	44,490	45,825	47,175	48,660	50,100	51,570			
GRADE 18A (6PA)	H	22.74	23.42	24.12	24.84	25.59	26.37	27.16	27.98	28.81	29.66	30.55	31.45	32.44	33.40	34.38	GRADE 18A (6PA)	O	34,110	35,130	36,180	37,260	38,385	39,555	40,740	41,970	43,215	44,490	45,825	47,175	48,660	50,100	51,570	53,070	54,600	
		50,355.65	51,866.31	53,422.30	55,024.97	56,675.74	58,376.00	60,127.28	61,931.10	63,789.00	65,702.69	67,673.78	69,703.99	71,795.09	73,948.97	76,163.16			35,250	36,315	37,425	38,520	39,675	40,905	42,135	43,365	44,700	46,005	47,430	48,825	50,295	51,825	53,340			
GRADE 19 (6QA)	H	24.35	25.10	25.83	26.60	27.41	28.21	29.05	29.94	30.85	31.77	32.70	33.69	34.71	35.76	36.82	GRADE 19 (6QA)	O	36,525	37,650	38,745	39,900	41,115	42,315	43,575	44,910	46,275	47,655	49,050	50,465	51,905	53,370	54,860	56,380	57,930	
		52,311.19	53,880.50	55,496.92	57,161.87	58,876.72	60,643.02	62,462.32	64,336.19	66,266.26	68,254.24	70,301.88	72,410.92	74,583.27	76,820.77	79,125.38			37,740	38,835	40,020	41,265	42,510	43,785	45,075	46,455	47,820	49,275	50,730	52,230	53,835	55,455	57,120			
GRADE 20 (6RO)	H	25.16	25.89	26.68	27.51	28.34	29.19	30.05	30.97	31.88	32.85	33.82	34.82	35.89	36.97	38.08	GRADE 20 (6RO)	O	38,835	39,900	41,020	42,165	43,350	44,575	45,840	47,145	48,490	49,875	51,290	52,735	54,210	55,715	57,240	58,795	60,380	
		54,142.09	55,766.35	57,439.36	59,162.54	60,937.41	62,765.53	64,648.47	66,587.93	68,585.58	70,643.13	72,762.45	74,945.32	77,193.65	79,509.48	81,894.76			39,090	40,260	41,430	42,675	43,950	45,285	46,650	48,060	49,515	50,970	52,500	54,075	55,695	57,360	59,115			
GRADE 21 (6S0)	H	26.06	26.84	27.62	28.45	29.30	30.19	31.10	32.04	33.01	33.98	35.00	36.05	37.13	38.24	39.41	GRADE 21 (6S0)	O	40,350	41,555	42,855	44,115	45,435	46,845	48,240	49,665	51,180	52,680	54,240	55,890	57,585	59,310	61,065	62,840	64,645	
		55,972.97	57,652.15	59,381.74	61,163.20	62,998.07	64,888.04	66,834.66	68,839.69	70,904.89	73,032.04	75,223.02	77,479.69	79,804.11	82,198.21	84,664.15			40,350	41,555	42,855	44,115	45,435	46,845	48,240	49,665	51,180	52,680	54,240	55,890	57,585	59,310	61,065			
GRADE 21A (6SA)	H	27.87	28.72	29.58	30.47	31.37	32.33	33.30	34.29	35.33	36.39	37.47	38.59	39.75	40.95	42.17	GRADE 21A (6SA)	O	41,805	43,080	44,370	45,705	47,055	48,495	49,950	51,435	52,955	54,585	56,205	57,885	59,625	61,425	63,255	65,115	67,000	
		59,670.00	61,460.11	63,303.90	65,203.01	67,159.11	69,173.86	71,249.11	73,386.57	75,588.18	77,855.81	80,191.50	82,597.21	85,075.15	87,627.39	90,252.17			43,200	44,475	45,810	47,160	48,545	49,985	51,485	53,045	54,605	56,175	57,795	59,465	61,185	62,955	64,775	66,595		
GRADE 22 (6T0)	H	28.80	29.65	30.54	31.44	32.43	33.39	34.37	35.43	36.48	37.60	38.71	39.87	41.08	42.30	43.59	GRADE 22 (6T0)	O	43,200	44,475	45,810	47,160	48,545	49,985	51,485	53,045	54,605	56,175	57,795	59,465	61,185	62,955	64,775	66,595	68,465	70,380
		61,987.28	63,846.90	65,762.32	67,735.16	69,767.23	71,860.25	74,016.07	76,236.51	78,523.63	80,879.34	83,305.73	85,804.90	88,379.04	91,030.43	93,761.33			44,730	46,035	47,460	48,855	50,325	51,885	53,370	54,905	56,495	58,135	59,825	61,565	63,355	65,195	67,035			
GRADE 22A (6TA)	H	29.82	30.69	31.64	32.57	33.55	34.59	35.58	36.67	37.75	38.90	40.05	41.25	42.51	43.77	45.09	GRADE 22A (6TA)	O	44,730	46,035	47,460	48,855	50,325	51,885	53,370	54,905	56,495	58,135	59,825	61,565	63,355	65,195	67,035	68,920	70,855	72,840
		63,846.90	65,762.32	67,735.16	69,767.23	71,860.25	74,016.07	76,236.51	78,523.63	80,879.34	83,305.73	85,804.90	88,379.04	91,030.43	93,761.33	96,565.55			46,035	47,460	48,855	50,325	51,885	53,370	54,905	56,495	58,135	59,825	61,565	63,355	65,195	67,035	68,920	70,855		

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

GRADE	2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP AL1	2015 STEP AL2
GRADE 23 Ex (6U0) H O	64,083.46 30.78 46,170	66,005.96 31.75 47,625	67,986.17 32.68 49,020	70,025.71 33.67 50,505	72,126.52 34.69 52,035	74,280.28 35.73 53,595	76,519.00 36.80 55,200	78,814.59 37.89 56,835	81,179.01 39.04 58,560	83,614.40 40.20 60,300	86,122.82 41.41 62,115	88,706.50 42.64 63,960	91,367.69 43.95 65,925	94,108.72 45.24 67,860	96,931.98 46.61 69,915
GRADE 23A Ex (6UA) H O	66,326.38 31.88 47,820	68,316.19 32.85 49,275	70,365.66 33.82 50,730	72,476.63 34.83 52,245	74,650.93 35.91 53,865	76,890.48 36.98 55,470	79,197.17 38.09 57,135	81,573.08 39.23 58,845	84,020.29 40.41 60,615	86,540.89 41.60 62,400	89,137.12 42.85 64,275	91,811.22 44.15 66,225	94,565.55 45.48 68,220	97,402.53 46.84 70,260	100,324.62 48.24 72,360
GRADE 24 Ex (6V0) H O	68,569.30 32.97 49,455	70,626.38 33.95 50,925	72,745.20 34.98 52,470	74,927.55 36.02 54,030	77,175.36 37.11 55,665	79,480.63 38.22 57,330	81,875.32 39.37 59,055	84,331.60 40.56 60,840	86,861.56 41.77 62,655	89,467.42 43.01 64,515	92,151.41 44.30 66,450	94,915.95 45.66 68,490	97,763.44 47.02 70,530	100,696.34 48.43 72,645	103,717.23 49.87 74,805
GRADE 24A Ex (6VA) H O	70,969.25 34.13 51,195	73,098.33 35.14 52,710	75,291.27 36.18 54,270	77,550.00 37.28 55,920	79,876.51 38.41 57,615	82,272.79 39.56 59,340	84,740.98 40.73 61,095	87,283.19 41.96 62,940	89,901.70 43.23 64,845	92,598.74 44.53 66,795	95,376.69 45.86 68,790	98,238.02 47.23 70,845	101,185.15 48.64 72,960	104,220.71 50.11 75,165	107,347.35 51.61 77,415
GRADE 25 Ex (6W0) H O	73,369.17 35.28 52,920	75,570.23 36.34 54,510	77,837.34 37.41 56,115	80,172.46 38.55 57,825	82,577.64 39.70 59,550	85,055.00 40.89 61,335	87,606.61 42.14 63,210	90,234.80 43.40 65,100	92,941.89 44.69 67,035	95,730.11 46.03 69,045	98,602.02 47.41 71,115	101,560.09 48.82 73,230	104,606.89 50.29 75,435	107,745.08 51.81 77,715	110,977.43 53.36 80,040
GRADE 25A Ex (6WA) H O	75,937.09 36.51 54,765	78,215.21 37.62 56,430	80,561.62 38.74 58,110	82,978.51 39.90 59,850	85,467.87 41.10 61,650	88,031.87 42.34 63,510	90,672.85 43.61 65,415	93,393.03 44.91 67,365	96,194.84 46.27 69,405	99,080.68 47.65 71,475	102,053.11 49.09 73,635	105,114.69 50.56 75,840	108,268.13 52.06 78,090	111,516.16 53.63 80,445	114,861.64 55.25 82,875
GRADE 26 Ex (6X0) H O	78,505.00 37.75 56,625	80,860.16 38.90 58,350	83,285.96 40.05 60,075	85,784.52 41.25 61,875	88,358.05 42.50 63,750	91,008.83 43.76 65,640	93,739.08 45.08 67,620	96,551.26 46.42 69,630	99,447.78 47.82 71,730	102,431.23 49.26 73,890	105,504.15 50.72 76,080	108,669.29 52.25 78,375	111,929.34 53.82 80,730	115,287.24 55.42 83,130	118,745.84 57.10 85,650
GRADE 26A Ex (6XA) H O	81,252.69 39.07 58,605	83,690.27 40.25 60,375	86,200.98 41.46 62,190	88,787.01 42.70 64,050	91,450.60 43.99 65,985	94,245.12 45.28 67,920	97,019.94 46.66 69,990	99,930.55 48.07 72,105	102,928.46 49.50 74,250	106,016.31 50.99 76,485	109,196.80 52.50 78,750	112,472.68 54.10 81,150	115,846.90 55.72 83,580	119,322.30 57.38 86,070	122,901.95 59.09 88,635
GRADE 27 Ex (6Y0) H O	84,000.35 40.40 60,600	86,520.36 41.59 62,385	89,115.98 42.84 64,260	91,789.45 44.14 66,210	94,543.13 45.47 68,205	97,379.43 46.83 70,245	100,300.81 48.21 72,315	103,309.85 49.67 74,505	106,409.12 51.16 76,740	109,601.39 52.71 79,065	112,889.46 54.28 81,420	116,276.12 55.91 83,865	119,764.44 57.59 86,385	123,357.34 59.33 88,995	127,058.07 61.12 91,680
GRADE 27A Ex (6YA) H O	86,940.36 41.81 62,715	89,548.56 43.04 64,560	92,235.04 44.33 66,495	95,002.08 45.69 68,535	97,852.14 47.06 70,590	100,787.71 48.47 72,705	103,811.32 49.90 74,850	106,925.67 51.42 77,130	110,133.46 52.96 79,440	113,437.45 54.52 81,780	116,840.56 56.18 84,270	120,345.79 57.86 86,790	123,956.16 59.60 89,400	127,674.87 61.38 92,070	131,505.09 63.22 94,830
GRADE 28 Ex (6Z0) H O	89,880.37 43.21 64,815	92,576.79 44.51 66,765	95,354.07 45.84 68,760	98,214.74 47.22 70,830	101,161.17 48.63 72,945	104,196.01 50.09 75,135	107,321.86 51.60 77,400	110,541.52 53.15 79,725	113,857.76 54.75 82,125	117,273.50 56.41 84,615	120,791.71 58.11 87,165	124,415.47 59.85 89,775	128,147.94 61.63 92,445	131,992.36 63.49 95,235	135,952.13 65.39 98,085
GRADE 28A Ex (6ZA) H O	93,026.19 44.72 67,080	95,816.96 46.09 69,135	98,691.47 47.46 71,190	101,652.25 48.87 73,305	104,701.80 50.34 75,510	107,842.86 51.86 77,790	111,078.13 53.41 80,115	114,410.49 55.01 82,515	117,842.80 56.65 84,975	121,378.08 58.35 87,525	125,019.40 60.11 90,165	128,770.03 61.90 92,850	132,633.12 63.77 95,655	136,612.10 65.68 98,520	140,710.46 67.65 101,475
GRADE 29 Ex (600) H O	96,171.99 46.26 69,390	99,057.16 47.64 71,460	102,028.89 49.07 73,605	105,089.75 50.55 75,825	108,242.44 52.05 78,075	111,489.70 53.62 80,430	114,834.41 55.24 82,860	118,279.42 56.89 85,335	121,827.81 58.61 87,915	125,482.65 60.36 90,540	129,247.14 62.18 93,270	133,124.53 64.01 96,015	137,118.29 65.95 98,925	141,231.84 67.92 101,880	145,468.77 69.96 104,940
GRADE 29A Ex (60A) H O	99,538.01 47.85 71,775	102,524.15 49.30 73,950	105,599.89 50.77 76,155	108,767.90 52.30 78,450	112,030.92 53.88 80,820	115,391.85 55.49 83,235	118,853.62 57.17 85,755	122,419.21 58.88 88,320	126,091.78 60.64 90,960	129,874.56 62.45 93,675	133,770.77 64.34 96,510	137,783.91 66.26 99,390	141,917.43 68.25 102,375	146,174.96 70.29 105,435	150,560.17 72.42 108,630
GRADE 30 Ex (610) H O	102,904.01 49.45 74,175	105,991.17 50.95 76,425	109,170.89 52.47 78,705	112,446.04 54.08 81,120	115,819.39 55.69 83,535	119,293.98 57.36 86,040	122,872.80 59.06 88,590	126,558.99 60.87 91,305	130,355.75 62.67 94,005	134,266.45 64.58 96,870	138,294.42 66.51 99,765	142,443.26 68.49 102,735	146,716.54 70.56 105,840	151,118.07 72.67 109,005	155,651.61 74.85 112,275

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

GRADE	2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP AL1	2015 STEP AL2
GRADE 30A Ex (61A) H O	106,505.66 51.21 76.815	109,700.86 52.76 79.140	112,991.87 54.35 81.525	116,381.64 55.97 83.955	119,873.10 57.67 86.505	123,469.28 59.39 89.085	127,173.35 61.17 91.755	130,988.56 63.01 94.515	134,918.22 64.88 97.320	138,965.76 66.84 100.260	143,134.73 68.84 103.260	147,428.77 70.90 106.350	151,851.63 73.04 109.560	156,407.18 75.21 112.815	161,099.39 77.48 116.220
GRADE 31 Ex (620) H O	110,107.33 52.95 79.425	113,410.56 54.51 81.765	116,812.87 56.16 84.240	120,317.26 57.84 86.760	123,926.77 59.57 89.355	127,644.58 61.36 92.040	131,473.91 63.20 94.800	135,418.12 65.10 97.650	139,480.68 67.05 100.575	143,665.09 69.08 103.620	147,975.03 71.17 106.755	152,414.16 73.30 109.950	156,986.72 75.48 113.220	161,696.31 77.75 116.625	166,547.21 80.06 120.090
GRADE 31A Ex (62A) H O	113,961.09 54.79 82.185	117,379.91 56.44 84.660	120,901.30 58.14 87.210	124,528.35 59.89 89.835	128,264.19 61.67 92.505	132,112.12 63.53 95.295	136,075.47 65.44 98.160	140,157.75 67.38 101.070	144,362.48 69.42 104.130	148,693.38 71.49 107.235	153,154.15 73.65 110.475	157,748.79 75.85 113.775	162,481.27 78.14 117.210	167,355.70 80.48 120.720	172,376.37 82.88 124.320
GRADE 32 Ex (630) H O	117,814.85 56.63 84.945	121,349.28 58.33 87.495	124,989.75 60.10 90.150	128,739.46 61.89 92.835	132,601.63 63.76 95.640	136,579.69 65.67 98.505	140,677.06 67.64 101.460	144,897.38 69.67 104.505	149,244.31 71.76 107.640	153,721.65 73.90 110.850	158,333.27 76.13 114.195	163,083.28 78.43 117.645	167,975.78 80.76 121.140	173,015.07 83.21 124.815	178,205.50 85.70 128.550
GRADE 32A Ex (63A) H O	121,938.34 58.63 87.945	125,596.51 60.40 90.600	129,364.42 62.23 93.345	133,245.34 64.07 96.105	137,242.71 65.99 98.985	141,359.98 67.98 101.970	145,600.79 70.03 105.045	149,968.80 72.10 108.150	154,467.85 74.28 111.420	159,101.89 76.50 114.750	163,874.94 78.80 118.200	168,791.19 81.16 121.740	173,854.94 83.60 125.400	179,070.60 86.12 129.180	184,442.69 88.71 133.065
GRADE 33 Ex (640) H O	126,061.86 60.60 90.900	129,843.74 62.42 93.630	133,739.05 64.32 96.480	137,751.20 66.24 99.360	141,883.75 68.23 102.345	146,140.25 70.27 105.405	150,524.47 72.39 108.585	155,040.18 74.55 111.825	159,691.40 76.78 115.170	164,482.13 79.08 118.620	169,416.64 81.47 122.205	174,499.09 83.92 125.880	179,734.11 86.43 129.645	185,126.11 89.01 133.515	190,679.89 91.68 137.520
GRADE 33A Ex (64A) H O	130,474.03 62.71 94.065	134,388.27 64.62 96.930	138,419.92 66.55 99.825	142,572.51 68.55 102.825	146,849.69 70.61 105.915	151,255.17 72.72 109.080	155,792.80 74.90 112.350	160,466.58 77.14 115.710	165,280.60 79.47 119.205	170,239.05 81.84 122.760	175,346.20 84.31 126.465	180,606.59 86.86 130.290	186,024.79 89.45 134.175	191,605.52 92.11 138.165	197,353.69 94.88 142.320
GRADE 34 Ex (650) H O	134,886.18 64.84 97.260	138,932.81 66.79 100.185	143,100.78 68.81 103.215	147,393.80 70.85 106.275	151,815.60 73.00 109.500	156,370.10 75.18 112.770	161,061.18 77.45 116.175	165,893.02 79.76 119.640	170,869.80 82.16 123.240	175,995.90 84.62 126.930	181,275.79 87.15 130.725	186,714.03 89.79 134.685	192,315.49 92.49 138.735	198,084.95 95.25 142.875	204,027.50 98.11 147.165
GRADE 34A Ex (65A) H O	139,607.21 67.13 100.695	143,795.45 69.12 103.680	148,109.30 71.23 106.845	152,552.60 73.35 110.025	157,129.15 75.54 113.310	161,843.03 77.81 116.715	166,698.32 80.15 120.225	171,699.26 82.55 123.825	176,850.25 85.02 127.530	182,155.75 87.57 131.355	187,620.44 90.19 135.285	193,249.03 92.93 139.395	199,046.56 95.70 143.550	205,017.93 98.57 147.855	211,168.47 101.54 152.310
GRADE 35 Ex (660) H O	144,328.22 69.40 104.100	148,658.07 71.48 107.220	153,117.83 73.63 110.445	157,711.37 75.83 113.745	162,442.70 78.12 117.180	167,315.99 80.46 120.690	172,335.46 82.86 124.290	177,505.52 85.36 128.040	182,830.68 87.90 131.850	188,315.61 90.56 135.840	193,965.11 93.27 139.905	199,783.99 96.06 144.090	205,777.57 98.96 148.440	211,950.87 101.93 152.895	218,309.40 104.99 157.485
GRADE 35A Ex (66A) H O	149,379.72 71.82 107.730	153,861.14 73.98 110.970	158,476.94 76.19 114.285	163,231.26 78.48 117.720	168,128.20 80.82 121.230	173,172.04 83.26 124.890	178,367.20 85.76 128.640	183,718.21 88.34 132.510	189,229.76 90.99 136.485	194,906.65 93.71 140.565	200,753.90 96.53 144.795	206,776.45 99.41 149.115	212,979.78 102.39 153.585	219,369.17 105.45 158.175	225,950.24 108.63 162.945
GRADE 36 Ex (670) H O	154,431.21 74.26 111.390	159,064.16 76.47 114.705	163,836.09 78.77 118.155	168,751.14 81.13 121.695	173,813.70 83.57 125.355	179,028.12 86.08 129.120	184,398.96 88.67 133.005	189,930.91 91.32 136.980	195,628.85 94.08 141.120	201,497.70 96.90 145.350	207,542.66 99.81 149.715	213,768.91 102.80 154.200	220,182.02 105.87 158.805	226,787.46 109.04 163.560	233,591.06 112.32 168.480
GRADE 36A Ex (67A) H O	159,836.29 76.86 115.290	164,631.42 79.16 118.740	169,570.34 81.54 122.310	174,657.44 83.99 125.985	179,897.19 86.51 129.765	185,294.08 89.09 133.635	190,852.90 91.78 137.670	196,578.48 94.51 141.765	202,475.83 97.33 145.995	208,550.11 100.25 150.375	214,806.64 103.25 154.875	221,250.82 106.36 159.540	227,888.37 109.55 164.325	234,725.01 112.87 169.305	241,766.76 116.23 174.345

GRADE	2015			2015			2015			2015		
	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL8	STEP AL9	STEP AL10	STEP AL11	STEP AL12	STEP AL13	STEP AL14
GRADE 1	Ex	22,540.11	23,211.25	23,907.60	24,624.81	25,363.55						
	H	10.93	11.27	11.60	11.96	12.31						
	O	16.395	16.905	17.400	17.940	18.465						
GRADE 1A	Ex	23,329.02	24,023.64	24,744.35	25,486.71	26,251.29						
	H	11.21	11.55	11.90	12.26	12.61						
	O	16.815	17.325	17.850	18.390	18.915						
GRADE 2	Ex	24,117.93	24,836.04	25,581.13	26,348.56	27,138.99						
	H	11.62	11.95	12.32	12.68	13.06						
	O	17.430	17.925	18.480	19.020	19.590						
GRADE 2A	Ex	24,962.06	25,705.29	26,476.44	27,270.78	28,088.88						
	H	12.00	12.38	12.74	13.12	13.53						
	O	18.000	18.570	19.110	19.680	20.295						
GRADE 3	Ex	25,806.19	26,574.55	27,371.79	28,192.91	29,038.74						
	H	12.41	12.79	13.15	13.56	13.96						
	O	18.615	19.185	19.725	20.340	20.940						
GRADE 3A	Ex	26,709.38	27,504.67	28,329.82	29,179.71	30,055.10						
	H	12.85	13.22	13.65	14.05	14.47						
	O	19.275	19.830	20.475	21.075	21.705						
GRADE 4	Ex	27,612.60	28,434.78	29,287.82	30,166.46	31,071.45						
	H	13.29	13.69	14.09	14.51	14.95						
	O	19.935	20.535	21.135	21.765	22.425						
GRADE 4A	Ex	28,579.07	29,429.98	30,312.90	31,222.29	32,158.95						
	H	13.74	14.16	14.58	15.03	15.45						
	O	20.610	21.240	21.870	22.545	23.175						
GRADE 5	Ex	29,545.47	30,425.21	31,337.95	32,278.11	33,246.43						
	H	14.21	14.62	15.07	15.51	16.00						
	O	21.315	21.930	22.605	23.265	24.000						
GRADE 5A	Ex	30,579.57	31,490.10	32,434.81	33,407.83	34,410.06						
	H	14.75	15.19	15.66	16.12	16.59						
	O	22.125	22.785	23.490	24.180	24.885						
GRADE 6	Ex	31,613.68	32,554.99	33,531.64	34,537.57	35,573.72						
	H	15.23	15.70	16.15	16.63	17.15						
	O	22.845	23.550	24.225	24.945	25.725						
GRADE 6A	Ex	32,720.16	33,694.40	34,705.22	35,746.39	36,818.78						
	H	15.76	16.21	16.70	17.21	17.71						
	O	23.640	24.315	25.050	25.815	26.565						
GRADE 7	Ex	33,826.63	34,833.83	35,878.84	36,955.19	38,063.87						
	H	16.26	16.75	17.25	17.78	18.30						
	O	24.390	25.125	25.875	26.670	27.450						
GRADE 7A	Ex	35,010.56	36,053.04	37,134.59	38,248.63	39,396.12						
	H	16.84	17.32	17.87	18.39	18.95						
	O	25.260	25.980	26.805	27.585	28.425						
GRADE 8	Ex	36,194.50	37,272.20	38,390.36	39,542.07	40,728.34						
	H	17.42	17.94	18.45	19.01	19.59						

GRADE	2015		2015		2015		2015		2015	
	STEP AL3	STEP AL4	STEP AL4	STEP AL5	STEP AL5	STEP AL6	STEP AL6	STEP AL7	STEP AL7	STEP AL7
	O	26.130	26.910	27.675	28.515	29.385				
GRADE 8A Ex	37,461.31	38,576.73	39,734.02	40,926.05	42,153.80					
(6FA) H	18.04	18.57	19.12	19.68	20.29					
O	27.060	27.855	28.680	29.520	30.435					
GRADE 9 Ex	38,728.12	39,881.26	41,077.69	42,310.02	43,579.32					
(6G0) H	18.67	19.25	19.80	20.41	21.01					
O	28.005	28.875	29.700	30.615	31.515					
GRADE 9A Ex	40,083.63	41,277.10	42,515.41	43,790.84	45,104.60					
(6GA) H	19.30	19.85	20.47	21.07	21.72					
O	28.950	29.775	30.705	31.605	32.580					
GRADE 10 Ex	41,439.12	42,672.93	43,953.12	45,271.69	46,629.86					
(6H0) H	19.92	20.52	21.14	21.77	22.42					
O	29.880	30.780	31.710	32.655	33.630					
GRADE 10A Ex	42,889.44	44,166.48	45,491.48	46,856.21	48,261.92					
(6HA) H	20.60	21.24	21.87	22.54	23.22					
O	30.900	31.860	32.805	33.810	34.830					
GRADE 11 Ex	44,339.81	45,660.04	47,029.83	48,440.74	49,893.95					
(6I0) H	21.32	21.97	22.63	23.30	24.00					
O	31.980	32.955	33.945	34.950	36.000					
GRADE 11A Ex	45,891.68	47,258.13	48,675.88	50,136.17	51,640.26					
(6IA) H	22.11	22.75	23.43	24.14	24.86					
O	33.165	34.125	35.145	36.210	37.290					
GRADE 12 Ex	47,443.60	48,856.26	50,321.91	51,831.58	53,386.54					
(6J0) H	22.82	23.49	24.20	24.94	25.67					
O	34.230	35.235	36.300	37.410	38.505					
GRADE 12A Ex	49,104.12	50,566.19	52,083.19	53,645.70	55,255.06					
(6JA) H	23.60	24.34	25.09	25.82	26.59					
O	35.400	36.510	37.635	38.730	39.885					
GRADE 13 Ex	50,753.56	52,276.18	53,844.43	55,459.79	57,123.59					
(6K0) H	24.43	25.17	25.90	26.68	27.51					
O	36.645	37.755	38.850	40.020	41.265					
GRADE 13A Ex	52,541.43	54,105.84	55,729.01	57,400.89	59,122.93					
(6KA) H	25.28	26.05	26.83	27.61	28.44					
O	37.920	39.075	40.245	41.415	42.660					
GRADE 14 Ex	54,318.18	55,935.52	57,613.58	59,341.99	61,122.24					
(6L0) H	26.15	26.91	27.71	28.55	29.40					
O	39.225	40.365	41.565	42.825	44.100					
GRADE 14A Ex	56,219.34	57,893.27	59,630.04	61,418.98	63,261.53					
(6LA) H	27.04	27.86	28.71	29.57	30.46					
O	40.560	41.790	43.065	44.355	45.690					
GRADE 15 Ex	58,120.44	59,850.99	61,646.53	63,495.93	65,400.80					
(6M0) H	27.97	28.80	29.65	30.54	31.44					
O	41.955	43.200	44.475	45.810	47.160					
GRADE 15A Ex	60,154.67	61,945.77	63,804.16	65,718.27	67,689.84					

GRADE	2015		2015		2015		2015		2015	
	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL8	STEP AL9	STEP AL10	STEP AL11	STEP AL12
(6MA)	H	28.92	29.81	30.68	31.62	32.55	33.48	34.41	35.34	36.27
	O	43.380	44.715	46.020	47.430	48.825	50.210	51.595	52.980	54.365
GRADE 16	Ex	62,175.31	64,040.55	65,961.79	67,940.65	69,978.86	72,078.07	74,248.11	76,483.15	78,788.19
(6NO)	H	29.91	30.79	31.73	32.66	33.65	34.64	35.63	36.62	37.61
	O	44.865	46.185	47.595	48.990	50.475	51.955	53.430	54.900	56.365
GRADE 16A	Ex	64,365.48	66,281.99	68,270.43	70,318.56	72,428.11	74,598.15	76,833.19	79,133.23	81,508.27
(6NA)	H	30.99	31.90	32.88	33.86	34.86	35.86	36.86	37.86	38.86
	O	46.485	47.850	49.320	50.790	52.290	53.790	55.290	56.790	58.290
GRADE 17	Ex	66,542.09	68,523.40	70,579.10	72,696.48	74,877.38	77,123.87	79,440.96	81,835.65	84,305.14
(6OO)	H	32.01	32.97	33.95	34.97	36.01	37.06	38.11	39.16	40.21
	O	48.015	49.455	50.925	52.455	54.015	55.545	57.075	58.605	60.135
GRADE 17A	Ex	68,871.07	70,921.72	73,049.38	75,240.84	77,498.07	79,813.11	82,193.15	84,638.19	87,158.23
(6OA)	H	33.12	34.13	35.14	36.18	37.27	38.36	39.45	40.54	41.63
	O	49.680	51.195	52.710	54.270	55.905	57.515	59.125	60.735	62.345
GRADE 18	Ex	71,200.04	73,320.07	75,519.66	77,785.24	80,118.77	82,522.92	84,999.07	87,545.22	90,069.47
(6PO)	H	34.27	35.31	36.37	37.45	38.57	39.69	40.81	41.93	43.05
	O	51.405	52.965	54.555	56.175	57.855	59.505	61.185	62.865	64.545
GRADE 18A	Ex	73,692.05	75,886.23	78,162.84	80,507.70	82,922.92	85,419.45	87,996.98	90,654.51	93,392.04
(6PA)	H	35.44	36.49	37.60	38.71	39.87	41.00	42.14	43.28	44.42
	O	53.160	54.735	56.400	58.065	59.805	61.525	63.245	64.965	66.685
GRADE 19	Ex	76,184.09	78,452.48	80,806.00	83,230.20	85,727.10	88,297.60	90,942.70	93,663.40	96,469.70
(6QO)	H	36.64	37.74	38.89	40.04	41.24	42.49	43.74	44.99	46.24
	O	54.960	56.610	58.335	60.060	61.860	63.640	65.420	67.200	68.980
GRADE 19A	Ex	78,850.51	81,198.27	83,634.24	86,143.26	88,727.57	91,396.07	94,148.57	96,985.07	99,896.57
(6QA)	H	37.92	39.06	40.23	41.45	42.69	43.93	45.17	46.41	47.65
	O	56.880	58.590	60.345	62.175	64.035	65.895	67.755	69.615	71.475
GRADE 20	Ex	81,499.15	83,944.12	86,462.46	89,056.32	91,728.02	94,478.52	97,308.02	100,216.52	103,204.02
(6RO)	H	39.21	40.40	41.59	42.84	44.14	45.44	46.74	48.04	49.34
	O	58.815	60.600	62.385	64.260	66.210	68.140	70.070	72.000	73.930
GRADE 20A	Ex	84,370.03	86,882.15	89,488.63	92,173.29	94,938.49	97,783.69	100,708.89	103,714.09	106,800.29
(6RA)	H	40.59	41.80	43.03	44.32	45.67	47.01	48.36	49.71	51.06
	O	60.885	62.700	64.545	66.480	68.505	70.525	72.545	74.565	76.585
GRADE 21	Ex	87,223.13	89,820.21	92,514.80	95,290.24	98,148.95	101,090.25	104,021.55	107,042.85	110,154.15
(6SO)	H	41.94	43.21	44.51	45.84	47.21	48.58	49.95	51.32	52.69
	O	62.910	64.815	66.765	68.760	70.815	72.860	74.905	76.950	78.995
GRADE 21A	Ex	90,275.92	92,963.92	95,752.84	98,625.42	101,584.17	104,632.87	107,766.57	110,985.27	114,289.97
(6SA)	H	43.43	44.72	46.07	47.45	48.86	50.27	51.68	53.09	54.50
	O	65.145	67.080	69.105	71.175	73.290	75.405	77.520	79.635	81.750
GRADE 22	Ex	93,328.77	96,107.61	98,990.84	101,960.56	105,019.38	108,168.19	111,407.01	114,735.83	118,154.65
(6TO)	H	44.89	46.25	47.61	49.04	50.52	52.01	53.50	54.99	56.48
	O	67.335	69.375	71.415	73.560	75.780	77.995	80.210	82.425	84.640
GRADE 22A	Ex	96,595.27	99,471.38	102,455.52	105,529.20	108,695.04	111,954.88	115,308.72	118,756.56	122,298.40
(6TA)	H	46.43	47.83	49.27	50.74	52.26	53.74	55.22	56.70	58.18
	O	69.645	71.745	73.905	76.110	78.390	80.665	82.940	85.215	87.490

GRADE	2015			2015			2015			2015		
	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL8	STEP AL9	STEP AL10	STEP AL11	STEP AL12	STEP AL13	STEP AL14
GRADE 23 (6U0)	Ex H O	99,861.76 48.02 72.030	102,835.14 49.43 74.145	105,920.22 50.93 76.395	109,097.81 52.44 78.660	112,370.74 54.06 81.090						
GRADE 23A (6UA)	Ex H O	103,356.94 49.69 74.535	106,434.40 51.18 76.770	109,627.39 52.73 79.095	112,916.21 54.30 81.450	116,303.72 55.93 83.895						
GRADE 24 (6V0)	Ex H O	106,852.10 51.39 77.085	110,033.62 52.92 79.380	113,334.61 54.49 81.735	116,734.67 56.12 84.180	120,236.69 57.81 86.715						
GRADE 24A (6VA)	Ex H O	110,591.92 53.16 79.740	113,884.78 54.77 82.155	117,301.34 56.42 84.630	120,820.38 58.12 87.180	124,445.01 59.86 89.790						
GRADE 25 (6W0)	Ex H O	114,331.73 54.96 82.440	117,735.98 56.60 84.900	121,268.05 58.30 87.450	124,906.09 60.06 90.090	128,653.27 61.86 92.790						
GRADE 25A (6WA)	Ex H O	118,333.35 56.90 85.350	121,856.71 58.62 87.930	125,512.43 60.37 90.555	129,277.82 62.20 93.300	133,156.13 64.02 96.030						
GRADE 26 (6X0)	Ex H O	122,334.94 58.81 88.215	125,977.47 60.57 90.855	129,756.79 62.39 93.585	133,649.49 64.28 96.420	137,658.98 66.19 99.285						
GRADE 26A (6XA)	Ex H O	126,616.67 60.89 91.335	130,386.71 62.70 94.050	134,298.30 64.60 96.900	138,327.23 66.53 99.795	142,477.07 68.51 102.765						
GRADE 27 (6Y0)	Ex H O	130,898.39 62.96 94.440	134,795.92 64.82 97.230	138,839.78 66.77 100.155	143,004.98 68.77 103.155	147,295.13 70.83 106.245						
GRADE 27A (6YA)	Ex H O	135,479.83 65.12 97.680	139,513.75 67.09 100.635	143,699.17 69.09 103.635	148,010.15 71.19 106.785	152,450.46 73.32 109.980						
GRADE 28 (6Z0)	Ex H O	140,061.29 67.34 101.010	144,231.62 69.38 104.070	148,558.55 71.45 107.175	153,015.32 73.59 110.385	157,605.79 75.80 113.700						
GRADE 28A (6ZA)	Ex H O	144,963.44 69.68 104.520	149,279.72 71.78 107.670	153,758.13 73.92 110.880	158,370.86 76.15 114.225	163,121.99 78.44 117.660						
GRADE 29 (600)	Ex H O	149,865.59 72.05 108.075	154,327.86 74.22 111.330	158,957.68 76.45 114.675	163,726.38 78.75 118.125	168,638.17 81.11 121.665						
GRADE 29A (60A)	Ex H O	155,110.85 74.59 111.885	159,729.31 76.81 115.215	164,521.17 79.12 118.680	169,456.81 81.50 122.250	174,540.51 83.96 125.940						
GRADE 30 (610)	Ex H O	160,356.16 77.09 115.635	165,130.78 79.43 119.145	170,084.70 81.80 122.700	175,187.22 84.24 126.360	180,442.86 86.76 130.140						

GRADE	2015			2015			2015			2015		
	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL8	STEP AL9	STEP AL10	STEP AL11	STEP AL12	STEP AL13	STEP AL14
GRADE 30A Ex (61A) H O	165,968.62 79.80 119,700	170,910.35 82.19 123,285	176,037.67 84.64 126,960	181,318.80 87.16 130,740	186,758.35 89.80 134,700							
GRADE 31 Ex (620) H O	171,581.10 82.48 123,720	176,689.94 84.97 127,455	181,990.63 87.52 131,280	187,450.34 90.13 135,195	193,073.87 92.85 139,275							
GRADE 31A Ex (62A) H O	177,586.43 85.38 128,070	182,874.09 87.91 131,865	188,360.31 90.59 135,885	194,011.11 93.28 139,920	199,831.45 96.07 144,105							
GRADE 32 Ex (630) H O	183,591.77 88.26 132,390	189,058.23 90.89 136,335	194,729.98 93.64 140,460	200,571.89 96.47 144,705	206,589.04 99.34 149,010							
GRADE 32A Ex (63A) H O	190,017.46 91.35 137,025	195,675.27 94.11 141,165	201,545.51 96.93 145,395	207,591.91 99.83 149,745	213,819.66 102.82 154,230							
GRADE 33 Ex (640) H O	196,443.19 94.44 141,660	202,292.30 97.26 145,890	208,361.06 100.19 150,285	214,611.89 103.19 154,785	221,050.26 106.30 159,450							
GRADE 33A Ex (64A) H O	203,318.70 97.75 146,625	209,372.52 100.68 151,020	215,653.70 103.69 155,535	222,123.31 106.80 160,200	228,787.01 110.02 165,030							
GRADE 34 Ex (650) H O	210,194.24 101.06 151,590	216,452.79 104.08 156,120	222,946.34 107.20 160,800	229,634.73 110.42 165,630	236,523.77 113.73 170,595							
GRADE 34A Ex (65A) H O	217,551.01 104.59 156,885	224,028.61 107.71 161,565	230,749.47 110.94 166,410	237,671.95 114.28 171,420	244,802.12 117.70 176,550							
GRADE 35 Ex (660) H O	224,907.81 108.14 162,210	231,604.46 111.36 167,040	238,552.60 114.71 172,065	245,709.15 118.16 177,240	253,080.45 121.69 182,535							
GRADE 35A Ex (66A) H O	232,779.59 111.90 167,850	239,710.61 115.26 172,890	246,901.92 118.73 178,095	254,308.98 122.28 183,420	261,938.24 125.94 188,910							
GRADE 36 Ex (670) H O	240,651.37 115.70 173,550	247,816.76 119.15 178,725	255,251.28 122.72 184,080	262,908.79 126.43 189,645	270,796.07 130.23 195,345							
GRADE 36A Ex (67A) H O	249,074.16 119.72 179,580	256,490.35 123.31 184,965	264,185.05 127.02 190,530	272,110.60 130.82 196,230	280,273.91 134.75 202,125							